

Local Government SERVICE

**PRESIDENT
ON NALGO'S
TASK TO-DAY**

— Page 103

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THREEPENCE

CONFERENCE POSTPONED

Members will by now have heard of the postponement of Conference, announced by the B.B.C. and in the newspapers on May 19. The decision, reached with great haste by a hurriedly summoned meeting of the emergency committee of the N.E.C. on May 18, had been made inevitable not only by the "advice" of the Railway Executive Committee earlier in the week that conferences involving long-distance travel should not be held but also by a subsequent letter from the Ministry of Health repeating this "advice" in terms which could not be disregarded. Practically all other conferences arranged for the coming weeks have been similarly postponed or cancelled.

The decision of the emergency committee on the postponement also of the annual meetings of the ancillaries. It should, however, be emphasised that Conference and ancillary meetings are postponed only, not cancelled. Should it be possible later in the year to hold them, then they will be held, and no changes remaining unchanged.

In order to regularise the position created by the postponement of Conference, the emergency committee decided to apply to the Registrar of Friendly Societies for authority:

to allow the successful candidates in the annual election of officers and members of the N.E.C. to hold office until next year's conference; and

to allow the emergency committee, if necessary, to exercise the functions of the N.E.C. for a period not exceeding six months.

This authority is given, the newly elected President, Mr. A. A. Garrard, the officers, and the Council, will take office as they have done had Conference been held.

(b) is a precautionary measure only, and it is not proposed to suspend the normal workings of the Council and its committees in circumstances make that essential arrangements are being made for normal meetings on July 21 and 22. The result of elections is published on page 111.

Had Conference been held, it was proposed to suspend publication of LOCAL GOVERNMENT SERVICE in August and to use the paper thus freed for a special "Conference Number" in which, if possible, copies would have been printed to supply one to every member. These arrangements are now cancelled, and the journal will be published as usual in both June and August and distributed to branches on the basis of the present ratio of 73 per cent branch membership.

Sons of Newcastle

R. MORRISON'S statement on May 11, arising out of the Newcastle inquiry, has been widely welcomed. Local government officers have long realised how "undesirable" it was for a member of a civil defence or emergency committee to be at the same time a defence controller or to occupy any other

responsible position in the civil defence organisation: had they been consulted, indeed, the clause permitting this departure from the normal division of function between councillor and officer would never have been inserted in the Local Government Staffs (War Service)

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Act. They saw the dangers to which it opened the door and which Mr. Morrison now belatedly proposes to "indicate" to local authorities. In many areas, of course, the system has worked without abuse, friction, or even embarrassment thanks to the presence on our local authorities of men who are both conscientious and public-spirited. But in others, of which Finsbury and Newcastle provide recent examples, it has given opportunity for just those abuses which were feared when it was introduced.

Many local government officers will hope that Mr. Morrison will go further and, if he is not yet prepared to repeal section 10 of the Act, at least invite local authorities not to appoint their members to any employment in their own service. To bring civil defence up to the best standards of administration the ban should be extended to relatives of councillors.

Dangerous Secrecy

The Newcastle inquiry, however, has other lessons than this. One is the danger inherent—and too often realised—in the practice adopted by some local authorities and their committees of debating matters of public policy in secret. In Newcastle, the practice was carried to such lengths that the Watch Committee, to which the City Council had delegated substantial powers, did not circulate minutes even to its own members, limiting their

consideration to an oral summary, while members of the council who were not members of the committee were left ignorant of such of its actions as it did not choose to report. This practice is undemocratic and dangerous. Save where secrecy is required in the public interest—as it might be, for example, in the detailed administration of the police service, or in the discussion of projects involving purchase of land—the decisions of a committee, and of a council, should be communicated both to the council and to the public. Publicity is an essential safeguard of democratic government, and had it been practised in Newcastle and Finsbury the abuses complained of would never have occurred.

Concentration of Power

Similarly, the practice—by no means confined to Newcastle—of re-electing the same chairman, whether of a committee or of a council, year after year, does, as Mr. Roland Burrows points out in his report, tend to concentrate too much power in the hands of individuals; and both Newcastle and Finsbury showed to what that may lead. A chairman should not, Mr. Burrows says, "engross authority properly exercisable by the committee as a body" nor "interfere unduly with the authority of the executive officer."

It is to be hoped, too, that, whether or not Mr. Morrison draws their attention to the point, local authorities generally will note Mr. Burrows' suggestions for more effective control of financial procedure and of contracts. The existence in Newcastle of a "prevalent but erroneous impression" that transactions for £100 or less were "unimportant and could be dealt with according to the will of the person concerned" certainly suggests the need of more stringent regulations.

In fact, the inquiry revealed no evidence of corruption or dishonest administration. Many of the matters brought out were trivial. But, as the evidence showed, trivial irregularities can create damaging suspicion and threaten that public confidence which is essential to good local government.

Regionalism at Play

A recent comment in the "C.C.A. Gazette" on the attitude of Government departments to local authorities is so good as to deserve repetition. It refers to Ministry of Home Security Circular 11/1944.

"In this Circular," writes the "C.C.A. Gazette," "permission is graciously given to local authorities to spend, without even the formality of consulting a Ministry, so large a sum as £30 on the reinstatement of school premises released from civil defence or other emergency occupation. This handsome concession is one of which local authorities will doubtless leap to take advantage. But, pausing lest they leap too soon and too far, they will note that they must first consider whether it is necessary to carry out this costly work immediately; if only part need be done, then they must estimate the present and ultimate expense. If this estimate exceeds the high figure already quoted, they must no longer

endanger the financial structure of the State by giving rein to the imprudence of their officials so long fortified by years of inexperience and impractical knowledge, but must notify those Gamaliels of modern times, the Regional Commissioners, who will then arrange for technical officers to assist the occupying authority to reach agreement with the local education authority. And so, a formidable combination of officers of the local education authority, officers of the occupying authority, and the Regional Commissioners' technical officers, will go into solemn conference over-works to be considered immediately necessary, a statement of works which are necessary but can be deferred, the cost in each case, and finally alterations which do not adversely affect the use of the premises for educational purposes and which, therefore, are not regarded as a subject for reinstatement. But even this team of talents is conceived to be inadequate if the cost of reinstatement exceeds the astronomical figure of £100, for then the Regional Commissioner will direct it to be reinforced with the help of H.M. Inspector of Schools, and he may do so for claims under £100. At this stage, the Circular blandly proceeds—"agreement having been reached as to the works which must be carried out," the work should, if practicable, be carried out by Civil Defence personnel, or—after the inevitable pre-requisite of approval by the Regional Commissioner—by private contract, and the following jewel of administrative autocracy is then exposed to view—"If neither of these courses is possible the local education authority will be responsible for undertaking the work"—apparently an obligation imposed with or without their assent and, whether or not they are able to undertake it. To complete this remarkable picture of regionalism at play, there is the fortunate assurance, not that the local education authority will be reimbursed the cost of any works so undertaken, but that the cost may be refunded to them by the local authority responsible for the occupation! . . . In short, the Circular provides an illuminating example of the depths to which democracy will sink if the blight of regionalism is once allowed to settle upon the local government system. That authorities spending many millions of pounds a year should be hampered and restrained when about to embark upon the perilous adventure of spending more than £30 is a ridiculous and dangerous conception, and it is high time for those responsible to vacate the administrative armchair . . ."

To which we would add only a note of pained surprise that this circular should come from the department whose head is a former Mayor of Hackney, a former leader of the L.C.C., and the author of "How Greater London is Governed."

London Government

MOST of the schemes for the reconstruction of local government have omitted London, which presents unique problems because of the size of its built-up area and its population. All reformers aim at securing equal standards of service and uniform rate levels, combined with democratic contact between electors and the elected. A difficult ideal to realise in so huge a conurbation!

The Institute of Municipal Treasurers and Accountants has just published, at 10s., a *Survey of London Local Government* by E. J. D. Lloyd and J. H. Humphries, which aims at providing factual material on which the designers of a more rational system than the present may base their plans.

Inside the county of London, the two-tier system of government during its forty years of existence has brought about a large measure of standardisation in many services—certainly those provided by the major authority, the London County Council. Nearly three-quarters of the rate-borne expenditure is spread uniformly over the whole area. Differences in rate level, due to differing standards applied by the borough councils according to local needs or policy, though considerable, are less extreme than those in the country generally. The authors do little more than hint that the extension of a similar form of structure over the whole Greater London area (some six times the size of the administrative county) might be a solu-

tion of some of the defects of the present system. The problem is over-ripe and this book provides the data at least for a useful discussion.

Civil Servant and L.G.O.

CIVIL servants and local government officers had an opportunity of saying what they thought of each other at the conference organised by the staff side of the Ministry of Health Whitley Council and the metropolitan area education committee of NALGO at the Ministry of Health on April 29. Both had plenty to say, in a spirit which might be described as friendly if not loving.

F. L. EDWARDS, Leeds senior regional officer of the Ministry of Health, speaking from his experience at district audits and other long association with local government, suggested that the basic difference between central and local administration lay in the greater share in the latter of the elected representative. He had found that councillors were good in debate, but that their general level of competence had declined over the last forty years.

Contrasting staffing methods, he thought the local government concentration on professional qualifications was wise in view of its practical, concrete tasks with which it is charged.

J. H. WARREN, town clerk of Slough, gave his view of the civil service. Twenty years ago, he thought that the calibre of central government staff was much higher than that of local government, but since then there had been a swing over. Largely owing to the work of NALGO, staffing standards in local government had risen, and today, even if the clerical grades were still inferior to those in the civil service, the higher ranks were superior, largely because of their professional qualifications.

The intimate association of councillors and officers, he thought, lay at the heart of British democracy; it resulted in the education of the amateur and the humanisation of the expert. He put the utmost store by this device for keeping the official in close touch with the man in the street, and wished that it could be applied to the central government, where the need for it was apparent.

Interchange of Staffs

G. D. H. COLE urged some interchange between local and central government staffs, and between them and the public corporations, such as the B.B.C. or the Central Electricity Board, and private undertakings. Mobility would help to break down the tendency to mental rigidity associated with the single-service career, but to make such interchange possible, uniform conditions of employment, and particularly pension systems, were essential.

Mr. Cole also called for a more adventurous spirit in the public service. Critics in the audience seemed to think that this implied that officials should supplant elected representatives in the determination of policy, but it was clear that he had no such bureaucratic idea: within the limits of their duty as public servants there is still plenty of room for initiative, for new ideas, for the speedy handling of affairs, and for the most up-to-date and efficient conduct of public business. Mr. Cole's plea was for more emphasis on originality and progress and less on accurate adherence to the minutiae of established procedure.

In the discussion, STANLEY MAYNE for the civil service, and A. A. GARRARD, of NALGO welcomed the idea of joint action by the civil service and local government staff organisations to secure a common standard of recruitment and employment.

Office Welfare

FACTORY workers have for many years enjoyed minimum standards for some of their working conditions, and these are enforced by a body of vigorous and inde-

pendent inspectors. Office workers—including the staffs of local authorities—enjoy no such advantages; their place of work may be dark, ill-ventilated, uncomfortable, and badly heated, but so long as it does not constitute so grave a nuisance as to come within the scope of public health legislation, no remedy is provided by law.

That welfare conditions in the civil service call for some attention seems to be admitted by the Treasury which has just announced the appointment of Miss Culhane as welfare liaison officer to work in contact with officers concerned with welfare problems in the various departments. Local authorities might follow this example, especially those whose staff are housed in cramped and unsatisfactory buildings. A fine town hall facade may serve to conceal the fact that old-fashioned houses serve as makeshift and unhealthy offices in other parts of the town. That bad environmental conditions are not a true economy is proved by the policy of large commercial concerns, who devote much money to ensuring that their staff work in proper surroundings to produce the best quality work. Office amenities are not just a sop to those who work there; they are a sound investment. It is a hopeful sign that the Treasury Welfare Officer's duties include that of reporting on the "practice of the good outside employer in these matters."

Saver of Lives

IN what way does this war most differ from the last? We think of planes, tanks, radio, acoustic mines—yet historians will probably fix on the saving rather than the destruction of life as the most remarkable feature of the present conflict, in which deaths of wounded men have fallen from up to 50 to under ten per cent. The medical services have saved thousands of lives, and chief among their instruments has been blood transfusion.

In the development of that, local government has played a leading part, and it is fitting that one of its pioneers should have been a local government officer. PERCY LANE OLIVER, founder of the blood transfusion service of the British Red Cross Society, who died a few weeks ago, could justly claim to have done more for suffering humanity in general and the wounded soldier in particular than scores of men to whom has gone the crown of fame.

It all began 23 years ago when Mr. Oliver, then in the finance department at Camberwell, and secretary of the local Red Cross branch, received a telephone call from a London hospital. A patient was dying. A blood transfusion might save him. Could Mr. Oliver help? He could.

He found a donor—and the great idea of his life. Before the night was out he had persuaded twenty fellow members of his Red Cross branch to pledge themselves to give their blood whenever it was needed. In those days transfusion was direct from donor to patient, and often involved sudden calls and long journeys, sometimes in the middle of the night. But the service grew, and Oliver devoted all his spare time to it. In the first year there were 26 calls for blood; ten years later, 2,078, in 1938, 6,628—and today blood, collected from thousands of donors throughout the country, is flown to battlefields all over the world.

From the day of his retirement in 1934 he devoted the whole of his time to the service, going round the country lecturing with a cinema outfit. Few men can have brought so many back from the dead.

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion and expression within the Association. Unless the fact is expressly stated, therefore, views put forward in the journal—whether in the editorial columns or in signed articles—should not necessarily be regarded as expressing the considered policy of the Association.

NALGO'S TRIPLE TASK TODAY

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Uphold Democratic Local Government | Expand & Strengthen Association | Assist in Building Better Britain

CONFERENCE POSTPONED—BUT THE WORK GOES ON

By C. A. W. ROBERTS, O.B.E., President 1943-4

What has NALGO done in the past twelve months? What must it do in the months ahead? In this article, adapted from the Presidential Address he had prepared for delivery at Conference, Mr Roberts looks back on a splendid record of achievement and forward to a promising future for the Association and its members.

THE last-minute decision to postpone Conference, although inevitable in the circumstances, will have come as a profound disappointment not only to the 900 delegates who have been planning two days of stimulating talk and debate, but also to the thousands of NALGO members at home and in the Forces who read in the agenda a further sign of the Association's determination to tackle with vigour the many great problems which the future will bring. To me it is particularly disappointing, for I had been looking forward eagerly to presiding at what we all hoped would be the last war-time Conference and one which would both determine the direction and the pace of the Association's progress in the months immediately ahead and lay the foundations for its post-war expansion. Many of the policies of motion submitted dealt with crucial issues of policy which can ill afford to wait, while others, if adopted, would have strengthened the hand of the National Executive Council in the course it has recently been following with such conspicuous success.

Let us, however, take comfort from the thought that Conference is postponed, only not abandoned. Should the war situation go as well as we hope it will, there may yet be an opportunity, before the year is out, to summon delegates again and direct our minds, heartened by victory, to the agenda as originally compiled. As the National Executive Council, I know, is as eager as any to accept and act upon the mandate which Conference would have given it, while I, personally, have no wish to go down in history as the President who conducted two conferences but not his own! In the meantime, we shall remain at our posts, devoting ourselves with all the energy that is in us to the immediate task ahead, realising that in this way we shall, whatever our work may be, make our best contribution to the speedy victory we long for.

40,000 Warriors

Our thoughts at this great moment go out to that vast host of our friends and colleagues who are now, or soon will be, engaging the enemy in many parts of the world. Local government and the local government officer can take legitimate pride in the part they have played and are playing. Today, of our own members alone, approximately 40,000—more than one in three of those who were in the Association at the outbreak of war—are in the Forces, scattered in every corner of the globe where British soldiers, sailors, and airmen are in action. Of that total of 40,000, more than 900 have made the supreme sacrifice, giving their lives in defence of the ideals we all serve. More than 450 more are missing, and a further 500 are prisoners of war. Seven of the time-time prisoners have escaped and returned to this country, and a further 17 have been repatriated. Nearly 250 of our members in the Forces have received decorations and awards, many for deeds of outstanding heroism. We are especially proud of our prisoners, who have kept the NALGO flag flying alongside the Union Jack throughout the long months and years of their captivity. Many have continued their studies behind the barbed wire,

Today, through the agency of the Red Cross, no fewer than 66 are receiving coaching from the NALGO Correspondence Institute. Of eight who sat for the Association's examination last year, every one passed, one of the examiners remarking that their papers were the best he had ever seen! In any prison camp, wherever there are two or three local government officers gathered together, there you will find an unofficial NALGO branch, eagerly exchanging views about the Association, discussing its work and future, and planning for that return home which we are certain will not now be long delayed. In the name of the Association, I send our warmest greetings to those gallant prisoners and to all our members in the Forces who are fighting today with such high courage and unflinching faith.

On the Home Front

At home, too, local government has continued to make its contribution to the war effort. Civil defence has been maintained at full efficiency, as was demonstrated during the raids on London and several other towns this year. Today, we pay it the highest compliment of taking it for granted. When the sirens sound we know that, should bombs fall our way, every service will be there at the instant, ready to succour and restore.

But civil defence is far from being the sole, or indeed the major, contribution made by local government to victory. One of the greatest elements in the United Nations' success has been the matchless morale of the people of Britain—that morale which sustained us when we faced the enemy alone, which inspired our sailors on the seven seas, our airmen in the Battle of Britain, and our soldiers in the desert, which kept the flame of faith alight through the dark days of setback and disappointment, through five winters of blackout, through rationing, queueing, and restrictions of many kinds. To the maintenance of that morale, local government has made an outstanding contribution. It is, I believe, to it, more than to any other factor—to the astonishing way in which it has kept us healthy, tidied up our bomb-scarred cities, taken us to work and home again, tended us in sickness, kept the schools alive and the children happy—that we owe our national strength today. We can be proud of the part we have been privileged to play.

NALGO's Magnificent Year

Our Association, too, can take pride in its own achievements. Our membership, which stood at 114,000 on the outbreak of war, now exceeds 130,000, and is increasing rapidly. Today, indeed, despite the manifold difficulties created by the war, NALGO is more alert to the needs of its members, more powerful in their protection, and more influential in prosecuting its aims, than it has ever been.

We have had a magnificent year of achievement. Pride of place in the record must, of course, go to the reconstitution of the National Whitley Council and the several provincial councils. At long last, thanks to the support of successive Ministers of Health, to the un-

selfish recognition of the virtues of collective bargaining by the local authority associations, and not least to the statesmanship of our own negotiators, we have achieved the objective towards which we have been striving for so many years—a national joint negotiating body whose decisions will be both morally binding upon and legally enforceable against every local authority in the country.

It is a fantastic thing that, whereas the Civil Service, the teachers, and practically all other public servants, together with most industrial and many professional workers, have their pay and conditions of service laid down nationally, local government officers have hitherto enjoyed no such advantage. The work of a sanitary inspector, a rating officer, a library assistant, is pretty much the same whether he works in Aberdeen or Aberdeen, Taunton or Todmorden. Yet the remuneration he receives and the conditions which govern his service may, as we know, vary in the most astonishing way. Often he is at the mercy of political prejudice, local pressure-groups, and any disgruntled individual with a grouse against what he calls "bureaucracy." This is no way to treat a great public service and we hope that, with the reconstitution of the National Whitley Council, we shall soon achieve that standardisation which is our aim.

National Council's Progress

The infant council, although yet but five months old, is a lusty child. It has cut its first teeth and is growing daily. Already it has promulgated a revised cost of living bonus award—or what, in deference to the West Riding branch, I ought, I suppose, to call "an adjustment in salaries to meet war conditions." That award is not so good as we had hoped, but it is an improvement on previous awards and an earnest, I trust, of better things to come. The National Council has approved the restoration of some measure of normal leave—urgently needed in what is, for most of us, the seventh year of wartime conditions (we do not forget that, for local government, the war began not in 1939, but some months before the Munich crisis in 1938). It is considering such important matters as the reinstatement and rehabilitation of officers discharged from the Forces, post-entry training, and pre- and post-natal leave for women. And soon, I hope, it will have before it a national minimum standard of salaries and conditions of service.

When, a moment ago, I said that the National Council was growing daily, that was no figure of speech. In 1939, of the 1,530 local authorities in the country, 460 were supporting Whitleyism. By December, 1943, before the National and Provincial Councils were reconstituted, that figure had risen to 728—an addition of 268 in five years. Today the total is 922—an addition of 194 in five months. For the first time, a majority of the local authorities in the country are participating in collective bargaining through national machinery. By next year, I am confident, my successor will be able to report that the phenomenal infant has reached, or is approaching, full stature.

Next in importance to the achievements of National Whitleyism, I would set our successes before the National Arbitration Tribunal and the Industrial Court. In the 17 months since the Bolton judgment established our right to refer disputes with local authorities

to compulsory arbitration, we have taken 36 cases and, in all save one—where, I regret to say, we were badly let down by the persons concerned—we have secured awards either entirely or substantially in our favour.

Twenty-nine local authorities have been required by the Tribunal to supplement the service pay of members of their staffs in the Forces in accordance with the scale agreed between N A L G O and the Bolton Corporation—and a further 136, having seen that the Tribunal regarded the Association's claim as a just one, have voluntarily adopted the "Bolton" terms. As a result, over the whole country today, there are only 11 authorities which are not supplementing the pay of N A L G O members in the Forces. We intend to see that they, too, follow the example of the majority. One only, Bingley, with true Yorkshire stubbornness, for long refused to accept the award of the tribunal. We had to put the bailiffs in. The chairman of the Bingley finance committee suggested that we should take the steamroller. While that might have appropriately symbolised our determination to make smoother the way of the local government officer on war service and to achieve greater uniformity of conditions generally, we did in fact seize the office safe—and the council promptly paid up!

Protecting the Officer

Three other cases set precedents of significance to every local government officer. In one, that of the director of education at Durham, we successfully challenged the doctrine that a local authority may pay to an officer whatever salary it wishes, regardless of current rates and conditions outside its area. In another, that of the deputy town clerk of Finsbury, we breached what had hitherto been considered the almost sacred right of a local authority to dismiss an officer for any reason or for no reason at all—and, incidentally, did something to clean up one of the darker corners of local government. In the third, that of the county accountant of Westmorland, we underlined and confirmed, before another tribunal, the Industrial Court, the lessons of both these successes.

It must, however, be remembered that most of these achievements were made possible only through the wartime machinery provided by the Conditions of Employment and National Arbitration Order. It is essential, if we are not to lose the protection this machinery has given us, that it be maintained after the war or be replaced by some other permanent tribunal to which local government officers may submit disputes with their employers. I can assure those branches which sought to bring this point before Conference that the National Executive Council is as determined as they are to ensure that these newly won rights are not lost.

Other events of the past year which call for special comment are the second Report of the Rushcliffe Committee, the limited increase in pensions permitted by the Government to superannuated local government officers and other public servants, and the extension of the "Pay As You Earn" method of collecting tax to all Schedule E taxpayers.

The second Rushcliffe Report, greatly improved the salaries and service conditions of male nurses, public health nurses, district nurses, and nursery nurses, and thus brought direct benefits to as many members of N A L G O as did the first Report, if not to even more. The Report was the work, very largely, of the Public Health Nurses' sub-committee, of which Harry Allen, chairman of our own salaries and service conditions committee, was chairman, and N A L G O can, therefore, claim a big share in its success. As chairman of the Nurses' Panel of the main Rushcliffe Committee, I know well how much

hard work Mr. Allen and his colleague, Mr. A. G. Bolton, put into their task, and in the name of the Association I should like to congratulate them on the splendid results.

In securing higher pensions and "Pay as You Earn," N A L G O, in co-operation with other interested bodies and with the backing of the branches, also played a leading part. Though we were able to obtain some extensions and improvements of the original proposals for increasing pensions, we are still far from satisfied that the many men and women affected, most of whom have given a lifetime of service to the community, have been treated as fairly and generously as they deserve, and we shall continue to press for a square deal for them.

Defending Local Democracy

We have also made our voice heard in defence, not of this or that group of local government officers, but of the institution of local government itself. We in this country are rightly proud of our local government. It is the basis of our democratic system, representing, in its simplest form, the hard-won right of the common man to govern himself in his own way, through the representatives of his choice—that right for which the United Nations are fighting today. We recognise that it has faults and defects, and that reforms are needed. But we believe that the system can be reformed without infringing in the slightest degree upon the principle of full democratic control. And so it was that, when the Associations of Local Authorities made their protest against the piecemeal encroachment by Government departments upon the powers and functions of local authorities, we wholeheartedly threw the weight of our influence behind them. In a public statement, on behalf of the National Executive Council, I gave warning that continuance of the present haphazard transfer of local government functions to Government departments might well involve the collapse of local administration and its supersession by a central bureaucracy over which the local government elector would have no control. I called attention to the admitted need for reforms. I urged all concerned in local government to agree, before it was too late, upon a united policy which would do justice to the needs of the future, and I pledged the Association to assist in the framing of such a policy.

That statement was widely welcomed. Though the fight to preserve local government is not yet won, its defenders, I believe, have won the first round. Certainly N A L G O is prepared to continue the struggle until the future of democratic local government has been assured.

Challenge to the Service

And what a future lies before us once we have won the war and set about the even more difficult task of winning the peace! Already we have had the Education Bill, recasting the foundations of our whole educational system and giving us the opportunity to make of our land a centre of learning, craftsmanship, technical skill, and civilisation worthy of its heritage. We have had the Government's plan for a national health service giving us, for the first time, the chance to create a nation fit in body as well as in mind, and to abolish many of the evils which have been a reproach to our civilisation for more than a century. We are promised an enlarged and unified system of social security—under which, I trust, local government will be given a wider share than was allotted to it by Sir William Beveridge. We have to help to re-plan and largely to rebuild our towns and cities, to reclaim and protect our countryside, to remove the blemishes of poverty, squalor, dirt, and ugliness. We have to create a new civilisation for a new Britain.

The proposals for a National Health Service particularly interest me, since I have spent 44 years of my life in the Poor Law and public health services. In that time I have seen the number of nurses in a former Poor Law, now a municipal hospital with 500 beds increase from four to more than 200—with other improvements to match. While nobody disagrees with the principles of the White Paper, it has aroused a babel of voices in the defence of this interest or that. In the midst of this divergent clamour, let us not forget the person around whom the plan revolves—the patient. N A L G O's policy towards the White Paper is clear—first, to give such advice while the proposals are being discussed as will preserve all that is best in the existing local government health and hospital services; secondly, to do all in its power to facilitate the smooth working of the new service; and thirdly, to protect the interests of all officers who will be affected by the fundamental changes it will bring.

All these proposals, and others that are likely to follow them, present the local government service with a great challenge and a great opportunity. To it is to be entrusted the major share in the creation of the better Britain. Whether we succeed or whether we are again to see our hopes frustrated and our visions shattered, will depend very largely on the wisdom of our local councillors, the interest of our citizens, and the efficiency of our local government officers.

In the name of this great Association, I say proudly that we accept the challenge. But if we are to justify that faith we must remain united, as a service and as an Association. More than ever today is it true, of organisations like ours no less than of nations, that united we stand but divided we fall. Let us, therefore, keep our eyes fixed on the great tasks ahead of us, set aside all minor differences, and dedicate ourselves anew to the single-minded service of the community of which we are all members.

A Stronger N A L G O

Those tremendous tasks will demand from us all that we possess of energy, vision, and statesmanship. We shall need to strengthen our organisation, to weld our Association more firmly together, and to expand all its activities. Already, as you know, we have increased our organising staff. Further substantial increases will be necessary. We shall have to improve still further our educational work. Above all we shall have to expand and develop our public relations policy. The local government of the future, if it is to achieve to the full its capacity for good, must be a close and constructive partnership between councillors, officers, and citizens, each playing his full part. It is the task of public relations to develop that partnership. During the coming months the National Executive Council will be considering the post-war expansion of the public relations policy—with which is allied the development of our journal—and will be inviting branches and districts to do more than they are doing today. I trust that every member will support that activity, which will be to his own benefit no less than to the benefit of the service as a whole.

Although Conference has been postponed, the work will go on. The good ship N A L G O, which has weathered so many storms in the past, is today a seaworthy vessel, in good hands, and sailing on a true course. It will survive whatever dangers and difficulties it may encounter in the months ahead and, with the aid of a gallant and united crew, will enter at last the calmer waters of peace, to embark there upon another no less inspiring voyage. I now hand over the helm to another captain, a man who has seen long service "before the mast," who knows every rock, current, and shallow, and who will, I am confident, guide you well into a happier and more prosperous future.

Motor Taxation Could be Reformed on a Common-sense Basis

By S. R. GRAYDON, Chief Clerk, Licences Section,
Borough Treasurer's Department, Doncaster.

THE statement made by the Chancellor of the Exchequer on motor taxation in his Budget speech presented a challenge to the licensing organisations to suggest alternatives to the present system. At the same time, it offered an opportunity to that section of the local government service responsible for administering the system to review the whole situation dispassionately, to attempt to reconcile the proposals of the various interests in the motoring world and, where possible, to incorporate in a revised procedure such of those proposals as would ensure equity and retain the minimum requirements of control.

First, we must decide whether registration and licensing are to be two separate functions or are to remain—at least in some measure—a "combined operation" as at present. We have experience in both methods.

The motor vehicle is a lethal instrument and, for that reason alone, its "home base" should be readily ascertainable. Before 1921, when registration was independent of such taxation as then existed, vehicles, especially of the commercial type which were exempt from road taxation, often changed ownership without the registration authority being informed, with resultant delay in tracing the owners.

Although this difficulty persists, it is much less acute today since the need to obtain a valid licence limits the period of inaction to a maximum of a year. In practice, of course, the cases where this maximum operates are rare, but it is a fact that the proportion of transfers of registrations dealt with at quarter and year ends is greatly in excess of the number of such transactions which actually occur at those periods.

It is, therefore, apparent that any system of moderate registration fee," reported to have been put forward by one organisation, should be clarified to indicate whether "initial" or "periodical" is intended. If the former, then experience is against it.

Pay as You Go Tax

The same memorandum advocated that the necessary revenue should be obtained by means of a charge on fuel consumption, thus extending the principle of "pay as you go" to motor tax. It is, however, essential that, in departing from the principle of a flat rate tax to one based on use, the alternative method should be capable of universal application, for the substitution of multiple bases, fundamentally different, would be manifestly unjust.

Presumably, the suggestion relates to vehicles deriving their power from the internal combustion engine, but regard must also be had to steam, coal gas, electrically, and possibly jet-propelled vehicles of the future, and it is difficult to see how these could be assessed to duty on a fuel basis—similarly the exemption from tax of petrol and fuel oil used for other purposes would create problems.

Furthermore, if the Government intends to restore the link between motor tax revenue and road construction and maintenance, it is obvious that large scale road works could not be justified by income from "week-end" users. It would be essential to "weight" the taxation rates to ensure that such users paid their proper share of the cost. Would such weighting be possible on an all-fuel tax?

It therefore seems reasonable to assume that the flat rate tax system must remain, although some modifications might be possible to extend the "pay load" or "capacity for service" principle, at present operating in respect of certain classes of vehicle.

Before we reach this point, however, let us examine a further contention which is said to be the view of one organisation, that "transport is a raw material of industry and should not be taxed."

On this, it is pertinent to suggest that one section of the community should not enjoy more favourable conditions than its competitors at the expense of the public purse. We must take transport as a whole and endeavour to formulate some scheme which will place road transport on terms with rail and inland water transport. The two latter must acquire land, lay and maintain their own tracks or, to some extent, provide navigable waterways, and pay rates. It does not therefore seem unreasonable to suggest that, in like manner, road transport should bear the major proportion of the cost of highways which, if not originally provided for its use, have been developed with its needs to the forefront. The continuance of the practice of requiring operators to pay for the use of publicly-owned bus stations and parking grounds is similarly defensible.

SALUTE THE SOLDIER

Members who buy savings bonds by means of N.A.L.G.O. life assurance policies can have the purchase credited to their districts during "Salute the Soldier" weeks. All that is needed is to send a proposal for savings bonds life assurance policy. As soon as this has been accepted and the first monthly instalment of the annual premium paid, a sum equal to the total amount of the life assurance is used to buy savings bonds which are allocated to the policyholder's district.

Premium on savings bonds policies ranks for income-tax abatements in the same manner as other classes of life assurance. Leaflets giving rates of premium may be obtained from local correspondents or from N.A.L.G.O., 24, Abingdon Street, London, S.W.1.

We regret the accidental omission of a number of words from this announcement in last month's journal.

deavour to formulate some scheme which will place road transport on terms with rail and inland water transport. The two latter must acquire land, lay and maintain their own tracks or, to some extent, provide navigable waterways, and pay rates. It does not therefore seem unreasonable to suggest that, in like manner, road transport should bear the major proportion of the cost of highways which, if not originally provided for its use, have been developed with its needs to the forefront. The continuance of the practice of requiring operators to pay for the use of publicly-owned bus stations and parking grounds is similarly defensible.

"Capacity for Service" Principle

Having outlined these principles, we can now consider the lines on which the motor taxation of the future might be based.

As was pointed out earlier, the "capacity for service" system is already in operation for certain classes of vehicle, notably the tax on seating capacity applied to taxis and buses and the recognition that showmen's vehicles are used only to move from fairground to fairground, with long periods—probably amounting to at least 5 days out of 7—when they do not use the public roads at all.

Could this idea be applied to the other classes of road vehicle, whilst allowing for the retention of existing preferential rates and taking into account all forms of motive power?

At present, goods vehicles are assessed on the basis of unladen weight. The substitution of carrying capacity or laden weight as the basis for the future would not be revolutionary. It would, of course, be necessary to extend this practice to trailers, whether drawn by goods vehicles or so-called private cars (the latter now pay no duty). Trailers drawn by tractors which have not in themselves any carrying capacity would, of course, need to be considered separately, but it should not be difficult to devise equitable rates applicable to them. The possibility of a goods "train" on the road—a loaded lorry of high power drawing a number of trailers—should not be overlooked.

The private car—that utility vehicle with so many business, social and domestic uses—is likely to present the greatest problem.

The Chancellor was concerned that proposals submitted should bear in mind the needs of the motor manufacturing industry for a system which would aid the export side of its business. We are all alive to the need for Britain to secure its share of post-war world

trade, and the motor industry can play a valuable part in this, thus helping to maintain and improve the standard of life and social services to which we have become accustomed.

Those whose memory goes back a little over 30 years will recollect that the present formula for calculating horse-power was adopted after consultations between the Treasury and motoring organisations. It encouraged the manufacturers to devise a high-speed engine which, whilst having a low rating for taxation purposes, developed much more than its nominal power. This factor no doubt influenced the decision in the Finance Act of 1920, to allow a reduction of 25 per cent on cars with engines made before 1913. But, while the combination of the horse-power formula and the small-bore long-stroke engine helped the British manufacturer to establish supremacy in the home market, it had the unfortunate effect of debarring him from taking any leading part in supplying the growing needs of the outside world, including the Dominions.

The car which was so successful in the comparatively small area of Britain, with its adjacent towns and cities and "made" roads linking them all, was unsuited to those countries where centres of population were widely separated and where undeveloped spaces made the construction of a network of good roads well-nigh impossible.

"Power Unit" as Basis

It is presumably with this in mind that the manufacturers are reported to have suggested to the Chancellor the adoption of a revised formula for calculating horse-power, taking into account the cubic-capacity of the engine. In developing this idea it would be necessary to prescribe formulae for calculating the unit of power of electric motors, steam engines, and other systems of propulsion. This should not be difficult, and when it had been done, the "power unit" of each mode of propulsion could readily be made a determining factor in assessment to duty.

In pursuance of the policy of "capacity for service," however, such a reform would not completely fill the bill, for a high-powered two-seater car—probably necessary for some particular job or area—would be as highly taxed as a limousine of the same power. This might be overcome by combining a tax on wheelbase with one on units of power, and the owner who chose to have a luxury two-seater body fitted to a long wheelbase chassis would, of course, have to pay accordingly.

How Plan Would Work

To sum up, then, it would seem that, in the absence of any revolutionary change, motor tax in the future might be expected to conform to the following basic principles:

1. Registration and licensing to remain as a "combined operation."
2. Tax to be calculated on an assessment of the "pay load" or "capacity for service" with varying incidence as follows:
 - (a) Cars—Number of "power units" and length of wheelbase;
 - (b) Cycles—Number of "power units";
 - (c) Hackneys (including omnibuses)—Seating capacity;
 - (d) Goods vehicles—Carrying capacity or laden weight;
 - (e) Tractors—"Drawing capacity";
 - (f) Trailers—Carrying capacity or laden weight; and
 - (g) Sidecars (cycles)—Flat rate addition, since capacity of sidecars is normally confined within narrow limits.

While I have been unable here to deal, other than very briefly, with the many problems involved in a reform of motor tax, I hope that, by relating the various governing factors, I have enabled each to be seen in its proper perspective and will stimulate readers to criticise and develop the proposals outlined.

106 Stretford Shows its Citizens with First "Shadow Council"

By R. CODD, Branch Public Relations Correspondent

APOINTED to the position of Public Relations Correspondent for the Stretford branch in July, 1943, I little realised the scope offered, or work involved, in pursuing a vigorous public relations policy until reflecting on the matter at the end of a full winter season's activities. Mr. Finch, of the neighbouring borough of Sale, claimed in his article in the March journal that Sale was the first in the field with a local government Brains Trust. I attended its opening session and, profiting by the experience, urged my committee to follow suit. This was done, and altogether three sessions were held in October, December, and March last, attracting about 550 people. Experience leads me to the conclusion that the following conditions are essential for the successful production of Brains Trusts:

- A cheerful hall with good acoustics and comfortable seating for 175-200 people;
- A panel of forthright speakers representing services administered by the local authority, and, for "balance," one or two visitors to represent the lay viewpoint;
- A question master with good personality, a gift of ready expression, and a sense of humour, to give a sugar coating to the serious "pill" of local government;
- A strong propaganda campaign by means of a well-drafted circular letter addressed to all the local organisations concerned in the moulding of public opinion and other interested persons, and articles in the local press, with "write-ups" after the event;
- The selection of appropriate questions designed to provoke controlled discussion rather than calling merely for factual replies.

There is no doubt that Brains Trusts are well worth the effort involved, and create a healthy interest in the affairs of local government.

By way of variety, we next embarked upon a film show and address dealing with housing problems, and entertained 400 people in the assembly hall of the grammar school, which was filled to capacity. Housing being so much in the public eye at the moment, it was decided to join forces with a newly formed local Housing Advisory Council and keen interest was aroused by publicity undertaken by both organisations. The film, "When We Build Again," made by the Bournville Trust, ran for 35 minutes, and was followed by an address on post-war housing delivered by a speaker selected by the advisory council. I am, however, doubtful whether the combination of a film and an address is desirable at a single session.

To wind up the season's activities (we feel that indoor functions are unlikely to be successful in the summer) we staged a "shadow" town council meeting, believed to be the first of its kind in the country.

Having no precedent to follow—the "mock" council idea was taboo—the arrangements had to be made on a "trial and error" basis.



Stretford's "Shadow Councillors" in session—

The town council agreed to our having the use of the council chamber, thus ensuring the right atmosphere, the only condition being that the town clerk should be consulted on the arrangements. The town clerk co-operated fully throughout, and acted as guide and compeer at the meeting itself.

For the agenda, we prepared "resolutions" of seven committees—education, libraries, highways, finance, health, housing, and parks. These raised points of topical local interest and included some hypothetical proposals such as the inclusion of a swimming bath in a proposed new grammar school. For the 24 "councillors" and eight "aldermen" we selected members of the branch executive, together with representative officers from the various departments.

A print of the agenda was given to each member with an explanation of the procedure to be followed, and a "briefing" was held to decide the "chairman" and "deputy chairman" of each "committee," the movers and seconders of motions or amendments, etc., keeping in mind all the time the dual considerations—public relations and the relations between the council and the branch.

Eventually the day arrived, after many

disappointments caused by "aldermen" and "councillors" having withdrawn their names. However, a full complement was secured and the "members" took their places in the council chamber at 7.30 p.m. in the presence of the mayor and members of the real council (as visitors on this occasion), and about 130 senior school children and representatives of more than 60 local organisations. Many of the spectators were seeing the inside of a council chamber for the first time.

The president of the branch took the position of "shadow" mayor, worthily presiding over the deliberations. After an election to fill a vacancy on the aldermanic bench, minutes

were moved by the chairmen of the different committees, and the pre-arranged items were brought forward by way of amendments by selected speakers. The committee chairmen dealt with their items excellently, and had obviously taken great pains to prepare themselves. All the speakers gave their personal opinions and were allowed freedom of expression within the terms of the pre-arranged resolutions and normal standing orders and rules of procedure. While all treated the meeting seriously, contributing concise, weighty, and well-delivered arguments and producing the genuine atmosphere of a well-conducted council meeting, there was some unrehearsed humour, and the interest of the spectators was maintained throughout. Many tributes were paid by the real councillors and others present. A feature of particular though incidental value was the "spread-over" of work amongst many branch members, thus stimulating interest in the work of the branch.

Looking back upon all these public relations efforts, which brought approximately 1,100 people into closer touch with local government, I have no doubt that they aroused much interest amongst the townspeople—partly due also to the splendid publicity given to them by the local newspapers. I hope that our example will stimulate other branches to try something of a similar character, thus demonstrating to the public, the local authority, and its members that N A L G O is a living organisation.

If apathy is to be effectively dealt with, public relations should be carried out by local authorities themselves, and I believe that, before long, we shall see full-time public relations officers made responsible for all the council's publicity. Until then, the efforts of branches are preparing the ground. But it is essential that branches should secure the approval and co-operation of the local authority for all that they do.

The successful branch public relations correspondent must have a complete disregard for self-aggrandisement and a skin thick enough to withstand the many criticisms which, however successful his endeavours, are apparently inevitable. He needs the backing of a vigorous public relations committee and a strong chairman, so that, in his contacts with councillors and the public, he can feel that the responsibility is properly distributed.



—and some of the spectators, including the Mayor and Mayoress.

Reviews by EDWARD KAY

"WHAT do you read, my lord?" asked Polonius, and Hamlet replied: "Words, words, words." Whether he was jestily putting off the old bore or cynically emphasising the futility of words when, as he knew, action was needed, may be left to the interpretation of the actor; both senses fit the character of the prince and the play. The second meaning is the more generally accepted, and there is a tendency to draw the moral that there is an enduring conflict between words and deeds and that the latter are the more praiseworthy. As in most matters, it all depends—on the words and on the deeds. Words have a potency which remains even in the midst of wars. Books and journals influence men's minds and so lead to deeds which might never have happened without their written antecedents.

Total war has invaded the world of books; in numbers and (at least physical) quality they have fallen off. But still into the office of LOCAL GOVERNMENT SERVICE there flows a stream of publications of widely varied merit and interest. It is to be my duty to examine this stream, to sort out those which seem likely to be of value to readers, and, in the confines of that tiny space which can be given to any subject these days, to assess their merits and importance from the point of view of the local government officer.

Staff Records.—There is good horse sense in a booklet *Personnel Records*, issued by the Industrial Welfare Society at 2s. Written for industrial staff managers, it contains much that is applicable to the public service. On office organisation, for instance, it proposes that clerical jobs should be divided into primary, which must be done as they arise, and secondary, which can be fitted in as time permits. Then there should be priority jobs, to be given immediate attention—"but this device should be used sparingly since it means that other work has to be put on one side." This will arouse applause among those who have had their working day confused and often wasted when an unusual piece of work, marked "urgent," throws the machine out of gear only because it happens to have engaged the personal attention of a head of department or council member. The booklet's proposal for systematic marking of individual staff as a basis for assessment when promotion is under consideration follows the recognised lines in the civil service.

How to Run an Office.—Whether or not its statement that it is a "non-profit-making" organisation is a boast or an apology, the British Standards Institution certainly produces material which is of value both to the public services and private enterprises. Its booklet on *Office Organisation and Practice* (2s. 6d.), is clearly written by a man with practical experience of his subject. Those who work in offices where things are done that way because they have always been done that way will welcome this application of reason to the layout of office premises, the planning of clerical processes, the use of machines, typing, filing, and personal organisation. Even experienced local government officers might learn something from the section called "clerical grouping" which shows the allocation of jobs to grades which the writer recommends.

Eating Out.—When I was a boy, my parents seemed to think there was something faintly immoral in eating in a restaurant, and on the rare occasions when we had tea (never dinner or supper) in a café, the conversation turned mainly on the culinary defects of the establishment. I was interested to see that this quaint idea of the greater moral worthiness

of meals at home is mentioned in a survey of London communal restaurants published by the London Council of Social Service (6d.). As in so many things, old prejudices are killed by war-time necessities: nowadays communal eating is officially encouraged and has become a well-established social habit.

NALGO'S HOTEL IN NORTH WALES

Bookings are now being accepted for October onwards. No vacancies earlier. Inclusive terms for members and dependants

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HIGHLY RECOMMENDED

Inquiries to Resident Managers, Cefn-y-Mynach Private Hotel, Rhos-on-Sea, N. Wales.

Are the civic restaurants to become a permanent part of the social structure, or will they "melt into air, into thin air, leaving not a plate-rack behind"? The observant and witty authors of this pamphlet believe that they have come to stay. They find three essential qualities in a civic restaurant; democracy in price and clientele; reliable and homely fare; and a staff which combines "the air of a responsible public servant with a demeanour which is at once homely and unconventional." The second half of the booklet contains useful analyses of the finances of the restaurants covered by the survey.

Education and Rotary.—In *Education: The Task Before Us* (Workers' Educational Association, 6d.), Professor R. H. Tawney makes an eloquent plea for speed in educational reform. Unless the foundations are laid now, they will not be laid at all. The post-war years of 1919 to 1923 were sterile of reconstruction; nothing was done which had not been prepared before the Armistice. The warning may be applied to reforms other than those in the educational field.

According to *The Aims of Education!* (complete with exclamation mark), issued by

A Complacent Report on Local Government Reconstruction

THE latest body to issue a pronouncement on local government reform is the Liberal National Party. It is a complacent document in which the recurrent note is that things are quite satisfactory as they are.

After a statement of appropriate general principles about local government and democracy being essentially intertwined and the valuable contribution which local government has made to English public life, there comes a polemic against the Labour Party proposals for reform. In this the Liberal National writers fail to distinguish between war-time regionalism, which is only central government writ small, and the longer-term proposals for a regional structure which could have as democratic a basis as any existing local authority but would operate over a wider area.

The pamphlet proceeds to describe the conflict between the school of thought which advocates single-purpose authorities and that which favours the retention, with or without modification, of a tiered structure; it comes down heavily on the side of the present system because, it argues, it cannot be proved that the county councils have failed in carrying out the powers entrusted to them; and because an all-purpose organisation would fail to provide for a "satisfactory agricultural policy" and would involve "a large increase in the amount of rates for the much less well paid rural worker."

In thus accepting the continuance, in broad

the No. 5 District of Rotary International in Great Britain and Ireland (Is.) Rotarians are "carefully selected" business or professional men occupying positions of responsibility. In its pamphlet, based on an elaborate questionnaire and the tabulation of mental trends, the replies reveal that this "carefully selected cross-section of the middle class" wants five things from education, in this order: production of sound character; ability to continue learning when schooldays are over; the development of a keen sense of religion; good craftsmanship; creation of initiative and self-confidence.

All rather self-evident, you say? But then, this is meant to be representative of the average middle-class. Or is that a little unkind to Rotarians?

Infanticide.—The slaughter of children on the roads remains one of the unsolved problems of our civilisation. A ten-page booklet issued free by the Royal Society for the Prevention of Accidents gives advice to all classes—child pedestrians and cyclists, parents, teachers, and drivers. It urges local authorities to maintain a local accident prevention organisation and to utilise the propaganda of the society in the cause of road safety.

Hospital Classification.—Is an enrolled blood donor injured by enemy action a "civilian casualty" within the meaning of the Emergency Hospital Scheme? Do old and infirm people fall under the heading of "casualties" or "transferred civilian sick" or "admitted from shelters, etc.," or "billeted at the Government expense," or just "voluntary temporary evacuees"?

If you are on the staff of a county hospital, problems like these confront you daily. The E.M.S. scheme, in its short life, has built up vast administrative complications, and the County Accountants' Society has made a bold attempt to classify some of the main ramifications in a 52-page book at 2s. 6d., by Mr. L. A. Rothwell, county accountant of Middlesex. Anything but a readable or popular work, but it should help the specialist to find his way through an appalling bureaucratic maze.

outline, of the status quo, the authors ignore the powerful criticism of present structure set out, for example, in the interim report of the NALGO reconstruction committee and familiar to all who are concerned with the practical operation of local government. Amongst the major defects may be mentioned its complexity; unequal standards of service in different areas; the inadequacy of the financial resources and population of numerous small authorities; overlapping and duplication; and the public apathy which follows from many of these conditions. These criticisms are neither mentioned nor countered in the Liberal National Party's document.

Among the minor proposals for reform which the document puts forward are the abolition of parish meetings; a reduction in the number of authorities by amalgamation; a travelling commission to consider conferment of powers; the setting up of river boards; a review of national responsibility for public assistance; and the creation of *ad hoc* bodies for valuation purposes. The authors favour the expansion of the voluntary hospital system, public hospital services to be developed only in default. Electricity, gas, and water, they say, should come under local authority ownership "where private enterprise does not afford an efficient service." They oppose the assimilation of local government to parliamentary franchise. In their proposals for the distribution of local government functions they have apparently entirely overlooked education.

108 Rural Revelry—Much Cowslip Plans a Pageant By "JACKASS"

IN local government, as in most other trades, professions, and vocations for aught I know, time and custom have combined to establish definite formulae for all conceivable and some entirely inconceivable problems. Confronted with similar situations, successive generations of local government officers in places as far removed as Heckmondwike and Haltemprice will produce the same suggestions or solutions. Not, be it emphasised, by virtue of some secret method of communications nor by reference to a confidential handbook on Things the Local Government Officer Should Know, but solely and simply because all have the official mind. One cannot blame them unduly. They are the victims of a system which reproves originality, rejects experiment, lives by precedent alone, rates experience higher than imaginative initiative, and gives its blessing and rewards unreservedly to those who largely by inaction have avoided even the risk of error. Ask any man in the lower grades of the service why others have been promoted, and he will tell you the same.

One virtue of this uniformity of outlook is that it ensures similarity and continuity of policy, eliminating reckless abnormality in the administration of civic affairs which otherwise might undermine the established tradition of integrity and stability peculiar to our local government institutions. I could go on in the same strain for several pages without the slightest effort, but neither you nor I would be much the wiser. All I intended to say when I began was that any local government officer set a certain task will do what any other local government officer would do in the same circumstances, and preferably what long-dead local government officers have done before.

Particularly is this true of civic celebrations. Any organised festivity for children means to the official mind potted-meat sandwiches and buns in bags, with sports and singing in the parks. Any officially arranged adult junketing invariably involves a pageant.

It was natural, therefore, that when I reminded the Clerk that the First of June was glorious not only because somebody once sank several ships, but also because on that day in 1444 Erasmus Arbuthnot was appointed first Keeper of the Common Purse and Cleric to the Records of Muche Cowslippe, at a salary of seven firkins of canary and a boar's head every seventh day, he should say with the air of one propounding an entirely novel idea, "We ought to have a pageant." With due deference I pointed out that we had already held pageants for Wings for Victory week, Warships week, Salute the Soldier week, Youth week, and an extra one we arranged because we had some spare costumes left; if I might make a suggestion, instead of a pageant—

"Look here, John," said the Clerk testily, "I'm not going to be dragged into any hare-brained idea you have in your head. Look at that time you arranged a Swimming Gala and Councillor Gumble fell in at the deep end! Or the Fruit and Flower Show when Councillor Mrs. Gauche threw one of his own tomatoes at Councillor McIsaacs. No—pageants may be dull, but they're safe. Arrange a pageant."

"But, sir—"

"John!" said the Clerk.

"All right, sir," I said resignedly.

"And, John," added the Clerk, "I'll be Erasmus Arbuthnot."

"I thought you would be," I agreed, and departed hurriedly.

Were I a ratepayer only, instead of a ratepayer and a local government officer com-

bined, I would be vastly intrigued by the readiness and enthusiasm with which all an authority's staff can suspend their normal activities for several days to devote themselves to any extraneous but more attractive task,



NEXT, PLEASE!

without apparent detriment to the well-being of the community. As a local government officer, I know it is possible only by hours of unremitting toil far into the night on normal duties; but as a ratepayer I still think it takes some explaining.

But I digress. Denied the opportunity to test my own idea—which was to hold a Grand Feast at which every official would be required to drink seven firkins of beer and eat two pounds of Spam (the nearest modern equivalent to a week's wages for Erasmus)—I resolved that I would make this a pageant to end all pageants—an occasion so unique that future prospective pageanteers would quail at the certainty of invidious comparisons. Ignoring the claims of an erudite historian of Buttercup High School, who made a steady income by writing dull but innocuous scripts, I engaged Miss Babbette Amoureuse, authoress of "Two Hearts in Hell," "Blood on the Vicar's Vest," and "Virtue is Bunk," to write and produce the show. Contrary to my expectations, she proved to be a prim and gentle old lady whose real name was Amelia Dump, but her zeal and vigour exceeded all expectations.

Naturally, we had all the usual difficulties. Councillor Mrs. Gauche lobbied industriously and persistently for the role of Eve in the opening scene, and only Providence in the shape of a sharp attack of sciatica helped us to convince her that to grace the stage in a few leaves ("the fewer the better," to quote Miss Dump) would be suicidal. Costumes which should have arrived did not, and some for which not even we could find a use arrived unbidden. One crate, containing seven Roman togas, a diving suit, three lace curtains, and a fireman's helmet, puzzled me for days. The Parish Hall, admirable for Mothers' Meetings and Young Ladies' Social Evenings, was not designed for manoeuvre on the scale Miss Dump desired. Three hundred complimentary tickets for the opening night were difficult to allocate among the fourteen thousand four hundred and seventy-three bigwigs of our own and neighbouring authorities who thought themselves important enough to be invited, nor could the front row hold a fiftieth of those who would be offended by seats elsewhere. Having no wish to incur the inevitable enmity of the many who had to

be disappointed, I gave that job to Blatherpatch, who thoroughly enjoyed it. He objected strongly to giving free tickets to those best able to afford to pay for them, and so was delighted by the opportunity to administer rebuffs and refusals to so many applicants. Naturally, if anyone personally contacted myself or the Clerk after having been spurned by Blatherpatch, I obligingly produced tickets from the special stock I secretly withheld for that purpose, thereby gaining many friends to (I hoped) my possible future advantage.

Rehearsals were indescribable. To watch one was to be stunned by the spectacle of hordes of sweating people rushing on to the stage by the wrong entrances at the wrong time and declaiming the wrong lines in loud voices drowned only by the clatter of their own feet. At one moment the Home Guard detachment, deaf to Miss Dump's agonised screams of "No, not yet," would tramp on with a precision of step which set the whole stage swaying; at the next, Postlethwaite, concentrating on the intricacies of a stately minuet, would step backwards clean off the stage on to the piano. The electrician, a grim and taciturn man determined to be efficient, chased the chief characters remorselessly but unsuccessfully with his spotlights throughout each scene except at crucial moments, when he fixed them suddenly with a blinding white beam full in the face, so disconcertingly that they forgot their lines. Only one scene was perfect from the outset—that in which the Clerk as Erasmus Arbuthnot drew a month's salary and consumed it at a sitting. I had always admired the Clerk's capacity as an administrator, but this performance gave me an even greater respect for his capacity, even if he was usually incapacitated after each rehearsal.

Had everything gone according to plan, I cannot imagine how order could have been created from such chaos in time for the first night. We—or, rather, Miss Dump—had been too ambitious. Our despair was increased by fresh blows—some, I am convinced, due to sabotage by the manager of the Buttercup Magna Hippodrome, who obviously faced a slack week if our pageant succeeded. First, Miss Legge's costume of synthetic leaves mysteriously disappeared, and a jocular threat by Blatherpatch to bring his rabbits hardened her refusal to appear as Eve in threaded dock-leaves. With four days to go, the Home Guards' enthusiastic tramping brought the house down—or rather collapsed into ruin the admittedly rickety stage. Finally, we discovered that, by a lack of co-ordination between the Clerk, Blatherpatch, and myself, seven hundred and fourteen complimentary tickets had been issued for the three hundred complimentary seats available for the first night, and of those one hundred and forty-four were for the front row.

The Clerk decided that our only course was to withdraw from the venture at once, with what dignity we could. Next morning we announced that, "in response to the Government's appeal to cancel conferences and similar gatherings attendance at which might involve travel," we had regretfully decided to postpone production of the Much Cowslip Pageant to a more appropriate occasion."

The only one who asked any questions was Councillor Torpid. I explained that it was really because of the Second Front. He replied that he didn't hold with these new-fangled political parties, and anyway it had been "on the go" for years now. He remembered reading about it in 1942. Had the Government only just found out about it?

I told him they probably knew but it was all so secret that they hadn't liked to mention it earlier.

He thought there was "summat more behind it" than that. What it had to do with a pageant he couldn't rightly see.

For once in a while I entirely agreed with him.

AT RANDOM—By "Hyperion"

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er
The ability to climb and cling to a position of power and authority—whether in politics or business—is not, in itself, a proof of success. Want to know how the authority is exercised, what use is made of the power.

—The late Dick Sheppard.

Artful Prospect

My father, who was serene, humorous, and fond of hobbies, remarked casually that he had been asked to go on what was then called The story. At this my mother, who was more fit, restless, and generally Radical in her instincts, uttered something like a cry of pain. He said, "Oh, Edward, don't! You will be so respectable! We never have been respectable; don't let's begin now!"

—From G. K. Chesterton's *Autobiography*.

gorrhæ

"...the debureaucratisation of administrative processes."—*South American Journal*.

"...new suburbs, almost all in ribbon development, have been allowed to parasitize the road."—*Julian Huxley*.

Success Story

A millionaire's 17-room flat in Park Lane, London, is now a British Restaurant used by shop-lifters.—*News item*.

When I was young, an Old Man said:
"Work hard, my boy, and use your brain;
In may—who knows?—before you're dead
Be dining in Park Lane."

My fortunate I paid scant heed
And did not work too hard or long.
And how fortuitous, indeed,
The British Restaurang!

—H. R.

Strict Auditors Please Copy

Among President Ubico's legislative enactments are the unique "public honesty laws," which require all public officials, elected or appointed, to account for and prove the source of all their personal properties upon entering office again upon leaving office.

Guatemala now has interminable audits of public moneys. Official visits, Ubico-style, are preceded by a party of accountants. The president's party usually includes an amiable cavalcade of automobiles which carry, among other accessories, an orchestra or a band. While the orchestra gives a concert in the plaza, the president checks the official audits and confers with local office-holders. Then, usually, he holds open court to hear public complaints. These official visits are frequent occurrences—as many as 150 a year.

—From "Central America," by Charles Morrow Wilson.

Revelities

A Negro's prayer: "O Lord, help me to understand that you ain't gwine to let nuthin' come my way that you and me together can't handle."

The worst thing about history is that every time it repeats itself the price goes up.

Sign in a restaurant near an Army camp: "Watch your coat, hat, and girl friend."

Imagination was given to man to compensate him for what he is not; a sense of humour to console him for what he is.—*Anon.*

Local Government Post-Bag

Dear Miss The Nurse.—You sent Harry home becoss he smeld, he smeld just as I other did, and I've slept with him 20 years and he soots me very well, so you will have to make im soot you too. You must be an old made wot dont no the smell of a man. Yours, Mrs.—

What Every Husband Knows

"Did you give your wife a lecture on economy?"

"Yes."

"Any results?"

"Yes—I gave up smoking."

For Civil Engineers

She's a delicate-appearing brunette with forthright manners and muscles of steel. "Feel," she said to us simply, flexing her biceps. They were like concrete.

—*The New Yorker*.

Sermon

*Seers of antiquity
Called fun iniquity.*

—A. G.

Our American Allies

An Englishman in America, asked how the Americans were getting along in Britain, replied:

"Well, everything is splendid, though, of course, Americans are overpaid, over-decorated, over-sexed, and, well, if you must know, over there."—*Don Iddon*.

Women Could Keep Their Jobs After Marriage, If—

By "ONLOOKER"

WOMEN are asking for equal pay and equal opportunity. Why cannot they get it? Because, it is argued, a man has a family to support; and woman's career is marriage. There is something in the argument, notwithstanding the examples we may cite of women with dependants and of men with none.

The usual domestic pattern is the man supporting his family, his wife having given up her job to look after the home and children.

But do we want this pattern to continue? If so, we should give girls a much better preparation than they now receive for house-keeping and the care and upbringing of children. But I do not think we want life to go on like this. Many women of the present generation will never marry, simply because there are not enough men to go round. Are single women to feel a sense of inferiority, or to be regarded as cranks if they choose some career in preference to marriage? Further, if marriage is to be the only career for women we shall return to the position in which every woman is looking (subconsciously or otherwise) for a man, and men are on the defensive against "being hooked"—a state of affairs which is unlikely to lead to happy marriages.

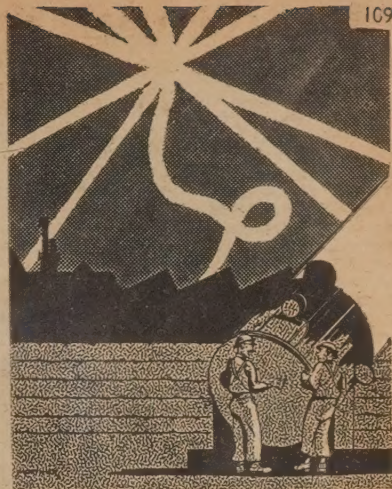
Marriage is considered to be complementary to a man's career; why not to a woman's? How can this be achieved? Removal of the marriage bar will not solve the practical difficulties. Many women today are running homes and doing a full-time job in addition, but the strain is so great that most are likely to drop their work and bury themselves in the home again at the first opportunity.

Before the majority of women can marry and retain their jobs, several reforms are essential.

First, we need labour-saving houses—houses which really minimise domestic work.

Secondly, we need more skilled domestic workers—not just the char from round the corner to do the "rough." Domestic work should take its honourable place among skilled occupations and receive appropriate payment and recognition.

Thirdly, such domestic work as cannot be done by a person specially trained for it should be shared by husband and wife. Though men supervise the cooking in the best hotels, wait at table, clean windows, are employed in laundries; etc., many consider it beneath their dignity to do anything in the home. A man will do domestic work, apparently, provided



"Haden't you heard that Einstein had joined the searchlights?"

he is allowed to specialise and it is commercialised. A woman, on the other hand, is expected to be "jack of all trades," often with indifferent training. Many women must have been prompted by aching muscles to wonder why scrubbing, polishing, and lugging heavy furniture is considered to be work suitable only for the weaker sex! Domestic aptitude is not the monopoly of women. Many hate domestic work, while some men like it—it depends as much on temperament as on sex. Also, some men would welcome the sharing of domestic work if it meant also sharing the business of earning the living—a duty which often becomes a strain.

Even were these reforms to be adopted, however, they would free only the childless wife to continue her job. To look after children and retain a professional job is much more difficult, and I do not see how absences of months and even years are to be avoided when children come along. Day nurseries are splendid institutions and may be ideal for the toddler, but they do not entirely solve the problem of looking after the young baby.

It should, however, be possible for mothers to take up their interrupted careers if they wish when the children need less attention and the mother is fully recovered in health. Women should be given facilities for refresher courses and for specialised training for work in which marriage may be an advantage. Such jobs as those of health visitors, welfare officers, and teachers are surely especially suitable for women who have had the experience of marriage and the care of children.

Finally, there is the question of dependants' allowances. The Government has pledged itself to pay these and the sooner a scheme is put into operation the sooner will the question of equal pay become simplified.

Fortunately, circumstances are moving in our favour. Housing after the war is likely to be vastly improved; there are indications that domestic work will eventually be put on a sound footing; the marriage bar on women school teachers is to be removed; the Government is pledged to a system of family allowances; and, according to press and radio, many men are today helping in the home now and even enjoying it.

To urge these things forward may seem a roundabout way of fighting for women's rights, but I believe it to be the only really sound and practical one.

Bailiffs in at Bingley : NALGO School in a Prison Camp

By "ABINGDON"

THE Bingley comedy has reached its third act. Early in April, the urban district council having persisted in its refusal to accept the tribunal award requiring it to make up the pay of its officers in the Forces, NALGO obtained High Court judgments against it for payment of £167 and £40 respectively owing to two members in the Forces under the award. After giving due warning, the Sheriff's officer, acting under writs of fieri facias (usually known in legal circles by the jollier contraction of Fi. fa.) seized a safe and furniture in the town clerk's office. He gave the council five days in which to pay the £207 due, plus over £40 costs, before the property seized was sold. The finance committee held a hurried meeting on May 4, and by ten votes to two decided to pay up—but not to look pleasant, Mr. Angus Jowett, its chairman and leader of the "No pay party," remarking: "The same procedure will have to be repeated before we will pay the other 16."

The council, however, failed to support Mr. Jowett all the way, and when two more writs, for £201 and £78 respectively, came before it on May 22, decided to pay without first entertaining the sheriff's officer. It is a pity, however, that the council, like a bad playwright, is unwilling to ring down the curtain before wearying its audience with anticlimax. As the "Bradford Telegraph and Argus" wrote:

"Surely it is time the Bingley farce was ended. The council... have made their protest, and have been determined in their opposition. But there is all the difference in the world between determination and sheer pigheadedness, which is the chief characteristic of those leading the opposition today..."

"If the ordinary ratepayers had adopted the same attitude in relation to the dues which they owe the council as the council have adopted in relation to higher authorities, then the people who are forcing Bingley into an indefensible situation would be the very ones to shout about 'unconstitutional means' and the 'prevention of chaotic conditions in local government.'..."

A similar view was expressed by "The Yorkshire Post," which wrote:

"There was a Brains Trust discussion recently on the difference between obstinacy and strong-mindedness. The attitude of the Bingley urban council towards the making up of service pay would furnish an admirable text for further debate on this delicate theme... To a common-sense view it may seem that the council is simply in the position of the innumerable persons who have a legal judgment, or an arbitration award, given against them. Such persons are often dissatisfied; but if every dissatisfied suitor were to resort to passive resistance the legal system would break down."

Strangest sidelight on the whole stupid business is the fact that although, from the start, Mr. Jowett and his friends have based their opposition on concern for the ratepayer's pocket, they are now, apparently, prepared (although the district auditor may have something to say about that) to mulct the ratepayers in heavy legal costs in vainly seeking to avoid the unavoidable. Is it really the ratepayer's pocket or Mr. Jowett's pride that is at stake? A contributor to the "Yorkshire Observer" put this point rather prettily when he wrote:

And the business may be costly, but then Angus what cares he?

He'll have his way, but who's to pay? Well that, twixt you and me
Es nowt ter dew w' Angus—it's chalked up to t' poor B.P.

NALGO here is defending a principle going far beyond the supplementation of war service pay. The National Arbitration Tribunal was established to settle disputes between employers and employees. Its awards are

impartial. Sometimes it rejects the claims of employees; sometimes it gives them much less than they have claimed. If, on such occasions, the employees took the law into their own hands, as Bingley has done, and flouted the tribunal, there would be strikes and industrial strife. Recent unofficial strikers have rightly been condemned—and Bingley council is equally to be condemned for its flagrant, deliberate, and obstinate refusal to observe the law.

NALGO in Germany

"WE are keeping the NALGO flag flying high, as usual." Those words come not from the secretary of a branch with 100 per cent membership, an energetic local joint committee, and full Whitley council scales and conditions, but from a member wounded in a tank in Egypt, confined for many months in a prison hospital in Italy, transferred last year to Germany, and now spending his third year behind barbed wire in Stalag 344.

NORMAN ROGERS is his name—before the war public relations correspondent of the Croydon branch, editor of "Calling Croydon," and well known to scores of branch P.R.C.s and magazine editors as a born organiser of tremendous drive and irrepressible enthusiasm.

"Shades of Summer Schools!" he writes. "We've recently formed a local government group in the school here, open to local government officers from Britain and the Dominions. Our objects, *inter alia*, are to provide an organisation in the camp where L.G.O.s may meet to maintain interest in and gain a wider knowledge of local government throughout the Empire, to act as a liaison between members of the group and NALGO, and to attempt to obtain textbooks, courses, and current literature for the use of municipal students here. If you can send them, we should appreciate up-to-date books on municipal matters. We want to keep up to scratch..."

The following are members: T. WILCOX (L.C.C. public assistance), chairman; N. ROGERS (Croydon, finance), secretary; R. SPALTON (Repton R.D.C., rating), B. PAGE (Notts C.C., weights and measures), J. DARNLEY (Croydon, health), P. MORGAN (Croydon, finance), L. COPELAND (Norwich, estates), R. GAYLER (Enfield, libraries), B. SCULLARD (Surrey, finance), R. HENDERSON (Heris, public assistance), A. YATES (Bolton, finance), K. MERCER (St Helens, education), A. PHILLIPSON (Newcastle, finance), G. GASS (City of London, health) and MR. BOYLE (L.C.C., clerk's). Membership is growing. Most are studying for one exam. or another here. We hold lectures and meetings once a week. Many of the more general lectures are open to anyone interested, so we are not neglecting the public relations aspect..."

NALGO, I am certain, will hear much of Norman Rogers in the years to come.

A Croydon Brains Trust

"BRAINS TRUSTS" still appear to be one of the most popular and effective media for public relations. Latest to take up the idea is Croydon branch, which recently attracted an audience of 120—officers and their friends—to challenge the wisdom of three representatives of the council and three of the staff, with the mayor as question master. Questions ranged from "Why are there no women on the Brains Trust?" to "Regionalisation versus local administration," and so keen was the audience that to the 16 originally selected five more had to be added.

Commenting on the experiment, L. J. A. MOIR, branch secretary and himself one of the "Brains," finds among its advantages that it has a popular appeal helps greatly to improve understanding between council and staff, is easy to organise, and costs little. Essential conditions, he suggests, are careful "vetting" of the questions—"so that the branch cannot

be accused of using the meeting as a 'stalking horse' for better service conditions"; careful selection of "Brains"—to include members of all political groups on the council; and inclusion, for practical reasons, of the chairman of the establishment committee and local joint committee.

Approved School Concert

A MORE unusual example of public relations is that of the Stretford branch, whose executive recently took a party of "entertainers" to an approved school in the north-west. The boys, STEPHEN DUNCAN, assistant district officer, who was one of the party, tells me, thoroughly enjoyed themselves and the visitors found the free comradeship and public school atmosphere of the place most stimulating—although they were astonished to learn that their concert was the first entertainment the school had had in its seven years of existence!

But the school has not heard the last of NALGO, for the branch has presented to it a silver "Stretford NALGO Cup" for the "house" winning the annual cross-country race, and medals for each of the first three boys home. To these boys, from now on, NALGO will have a personal and a happy meaning.

Taunton Gives a Lead

WHEN she visited Taunton recently to urge women members to take a greater interest in NALGO, Miss GAYWOOD, the Association's women's organiser, found herself among the long converted. Taunton branch has always had women on its executive, and though election goes by merit and suitability, regardless of sex, has never yet had to apply its rule providing for special appointment of women to bring the total elected up to five. To-day, out of an executive of 25, eleven, including the president, are women.

For this reason, Taunton has no need of the special women's sub-committee and is, indeed, opposed to it, holding that it tends to create a sectional interest in the Association. Women, it argues, want to be on an equal basis with men, not to be treated as a separate group in which they cannot play their full part in the life of the branch.

Should L.G.O.s Have Business Training?

SHOULD local government officers have periods of training in management and administration as practised in commerce and industry? Haltemprice branch evidently thinks they should, to judge from the vote of 28 to 12, recorded at the first meeting of its newly-formed debating society.

It was a lively debate. For the motion A. F. GEORGE, principal of Hull College of Commerce, stressed the need to combat the one-track "civil service mind" and seek out for local government the best from all administrative practices, while C. H. POLLARD, city treasurer of Hull, thought it essential for the public servant to know the other side of the fence as well as his own. Against, NEVILLE HOBSON, clerk of Beverley R.D.C., protested that the time for a local government officer to make his contacts with commerce and industry was when he was mature, not when he was young, and Ald. E. C. S. STOW held that the cobbler should stick to his last, in local government a highly specialised one. The spate of subsequent speeches suggested that a debating society would be an acquisition to every branch.

To-morrow's Tasks—and Men

"TO-MORROW and You" was the intriguing theme of a week-end school arranged at Whalley Abbey, Blackburn, last month by the Liverpool-Manchester area education committees. G. E. HARDY, borough engineer, Oldham, discussed planning, and ALAN BEAL, treasurer, Lancashire C.C., dealt with recruitment and status.

N.E.C. Tributes to Four Retiring Members

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MEETING in London on May 13, the National Executive Council heard with regret of the retirement of four of its members. They are:

- L. HOLLAND, B.A., director of education for Northamptonshire and president in 1938-39;
- E. C. COX, assistant area welfare officer, L.C.C.;
- R. J. RODDIS, D.P.A., town clerk, Penryn borough; and
- RHYS WILLIAMS, accountant, Gellygær urban district.

Mr. Holland has had an outstanding career, both in local government and NALGO. In 1903, he rose from the ranks as a secondary schoolmaster to become director of education for Northamptonshire, a position he has held ever since. In 1936, he stepped out of the ranks of NALGO to become vice-president of the Association—the first member to be appointed to such high office without previous service on the N.E.C. To the council he brought a keen, progressive mind, a wide knowledge of contemporary movements, and a shrewd wisdom that have contributed greatly to its success in the past eight years; indeed, no member has done so much in so short a time for every branch of the Association's work. Education, public relations, service conditions, wartime problems, the ancillaries, the plans for the new Headquarters in Abingdon Street—all have benefited from his advice. As chairman of the publications and public relations committee from 1936 to 1938 he "fathered" the public relations policy and the expansion of LOCAL GOVERNMENT SERVICE. Having, he felt, set both on a satisfactory and expanding basis, he turned his attention to service conditions, where he played a leading part in the negotiations which resulted last year in the reconstitution of the National Whitley Council. And so it was with every other activity: everything he touched—and little missed his wide-ranging interest—he strengthened and set firmly on a progressive course.

In local government, Mr. Holland's career and services have been equally distinguished, his many offices having included membership of the three Burnham committees on teachers' salaries, chairmanship of the Association of Directors and Secretaries for Education, presidency of the educational science section of the British Association, and membership of a host of Government and local government committees.

Mr. Cox joined the N.E.C. in 1936. He was a member of the National Poor Law Officers' Association from 1904 until its amalgamation with NALGO in 1930, organising secretary (London and district) from 1921 to 1930, member of the national executive from 1923 to 1930, and president of the London and district branch in 1926. He is also an ex-president of the Metropolitan Relieving Officers' Association and was president last year of the L.C.C. branch of NALGO, which he joined in 1930, being elected to the Metropolitan district committee in the same year.

Mr. Roddis was elected to the N.E.C. only a year ago, but had found it impossible, owing to pressure of war-time duties, to attend its meetings regularly. He is an ex-president of the West Cornwall branch, and a member of the South Western district committee and the South Western provincial Whitley council.

Mr. Rhys Williams has been a member of the Council since 1939, having previously served as secretary of his branch from 1921 to 1932, and of the South Wales district committee from 1932 until January this year. He is also an ex-chairman of the district committee and a former member of the old B. & O. Fund management committee.

Warm tributes to these retiring members

were paid at the Council meeting by Mr. E. A. S. YOUNG, the chairman, and other members. The Association, said Mr. Young, owed much to the guidance of Mr. Holland; Mr. Cox had been a good friend to the Metropolitan district; and Mr. Rhys Williams had proved a warm-hearted representative of Wales.

Mr. C. A. W. ROBERTS, the President, said that the Council had learnt to appreciate Mr. Holland's shrewd guidance, unfailing courtesy, and mastery of English. Its younger members had sat at his feet and he had moulded many

of them in their approach to their work. Mr. Cox and had done much to bring the members of the sectional organisations into closer accord with NALGO.

Mr. H. ALLEN, as one of the "younger members," readily admitted the great deal they had learnt from Mr. Holland: there were many occasions on which they had found that he had been right and they had been wrong. Mr. Cox had played a great part during the salaries campaign, giving calm consideration and able advice on many difficulties. All would regret, also, the departure of Mr. Williams, who had done a tremendous job in South Wales.

National Executive Council for 1944-5

The result of the election of honorary officers and of the National Executive Council is given below, names of new members being marked with an asterisk. As is announced on page 101, application is being made to the Chief Registrar of Friendly Societies for authority for the new Council to take office as if Conference had been held.

HONORARY OFFICERS

PRESIDENT

A. A. Garrard, Secretary for Education, East Ham C.B.

VICE-PRESIDENTS

F. H. Harrod, M.C., B.A., Director of Education, Coventry C.B.

D. J. Parry, M.A., B.Sc., Clerk of the Council, Glamorgan C.C.

TRUSTEES

A. G. Bolton, Senior Accountancy Assistant, Harrogate B.

G. Llewellyn, Chief Clerk, Finance Dept., Monmouth C.C.

A. Pinches, Chief Rate Collector, Croydon C.B.

HON. TREASURER

S. Whitehead, F.I.M.T.A., F.S.A.A., Treasurer, Hammersmith M.B.

HON. SOLICITORS

England: P. H. Harrod, Town Clerk, Hampstead M.B.

Wales: D. J. Parry, M.A., B.Sc., Clerk of the Council, Glamorgan C.C.

Scotland: R. McGill, Clerk of the Council, Moray and Nairn C.C.

All the honorary officers were returned unopposed.

NATIONAL EXECUTIVE COUNCIL

METROPOLITAN DISTRICT

A. E. Odell, Committee Clerk, Southwark M.B., 19,815; A. Pinches, Chief Rate Collector, Croydon, C.B., 18,034; E. A. S. Young, Deputy Education Officer, Willesden B., 17,048; W. Strother, Engineer and Surveyor, Bethnal Green M.B., 16,311; G. W. Phillips, Supt., Attendance and Byelaws Dept., Walthamstow B., 14,913; R. D. Brown, Chief Clerk, Engineers' Dept., Barking B., 14,593; H. Blizard, Admin. Asst. and Senior Committee Clerk, Hendon B., 13,884; *W. Pitt-Steele, Secretary, Aldersbrook Hospital, East Ham C.B., 10,028; *J. W. Edmonds, 3rd Class Clerk, Port of London Authority, 8,608; *S. A. Hughes, Principal Clerk, Lewisham M.B., 7,157.

NORTH WESTERN AND NORTH WALES

L. H. Taylor, First Committee Clerk, Salford C.B., 22,083; E. L. Riley, Supt. of Lettings, Architect's and Housing Dept., Liverpool C.B., 21,565; J. S. Underwood, Chief Assistant, Internal Audit Dept., Blackpool C.B., 21,525; J. H. Tyrrell, Deputy Public Assistance Officer, Lancashire C.C., 20,227; W. Rowlands, Chief Financial Officer, Rhyl U.D., 19,236; H. Russell, Secretary Gas Dept., Stockport C.B., 19,110; E. H. Mason, Traffic Supt., Transport Dept., Manchester C.B., 17,941; W. Threlfall, Chief Librarian, Stretford B., 16,654; F. Sharpe, Administrative Officer, Electricity Dept., Oldham C.B., 14,812; A. Clark, Chief Administrative Assistant, Engineer and Surveyor's Dept., Bolton C.B., 12,549.

NORTH EASTERN

F. Bainbridge, Committee Clerk, Durham C.C., 5,314; J. V. Fawcett, Chief Cashier, South Shields C.B., 4,975; R. E. Heron, Chief Assistant Director of Education, Sunderland C.B., 4,309.

YORKSHIRE

H. Allen, Senior Clerk, Treasurer's Dept., West Riding C.C., 13,284; A. G. Bolton, Chief Accountancy Asst. Treasurer's Dept., Harrogate B., 13,264; T. Nolan, Chief Clerk and Accountant, Electricity Dept., Leeds C.B., 9,200; D. J. Osborne, Deputy Town Clerk, Barnsley C.B., 7,847; H. Norton, Assistant Claims Supt., Transport Dept., Sheffield C.B., 6,536; W. R. Bevers, Hospital Steward, Sheffield C.B., 6,279.

EAST MIDLAND

J. Pepper, Senior Committee Clerk, Nottingham C.B., 7,740; H. Joyce, Treasurer's Dept., Lincoln C.B., 7,601; J. Chaston, Town Clerk, Kettering B., 4,119; *G. T. Belton, Deputy Clerk and Rating and Valuation Officer, Basford R.D., 3,528.

WEST MIDLAND

F. H. Harrod, Director of Education, Coventry C.B., 6,859; H. R. Jones, Accountancy Assistant, Wolverhampton C.B., 6,757; W. E. Veasey, Treasurer, West Bromwich C.B., 6,614; H. Taylor, Deputy Town Clerk, Stoke-on-Trent C.B., 6,426.

EASTERN

E. F. Bacon, Chief Officer for Juvenile Welfare, Norfolk C.C., 5,071; A. Denton Ogden, Chief Sanitary Inspector, Chelmsford R.D., 4,416; *A. E. Nortrop, Deputy Director of Education, Luton B., 2,602.

SOUTH EASTERN

W. O. Dodd, Deputy Town Clerk, Brighton C.B., 4,165; J. Young, Clerk, Clerk's Dept., Kent C.C., 4,044; *N. W. Bingham, Clerk, Education Committee, Kent C.C., 2,581.

SOUTHERN

J. H. Warren, Town Clerk, Slough B., 4,847; E. R. Davies, Deputy Clerk, Berks C.C., 2,877; D. L. Griffiths, Town Clerk, Aldershot B., 2,163.

SOUTH WESTERN

C. J. Newman, Town Clerk, Exeter C.B., 5,418; R. T. Shears, Chief Clerk, Clerk's Dept., Devon C.C., 4,392; *L. C. St. Jegeer Yeend, Clerk to the Council, Sudbury R.D., 2,909.

SOUTH WALES & MONMOUTHSHIRE

G. Llewellyn, Chief Clerk, Finance Dept., Monmouth C.C., 5,075; L. Bevan, Clerk and Steward, Hensol Castle M.D. Colony, Glamorgan C.C., 4,801; *H. W. John, Senior Clerical Assistant, Engineer's Dept., Cardiff C.B., 3,278.

SCOTTISH

R. Adams, Clerical Assistant, Edinburgh S.B.; S. H. Brodie, Clerk, Glasgow S.B.; J. Brown, Chief Committee Clerk, Lanark C.C. (all returned unopposed).

WOMEN REPRESENTATIVES

Miss I. Stansfield, Administrative Officer, Education Dept., Manchester C.B., 76,879. Miss E. Dawson, Senior Clerk, Education Dept., Leeds C.B., 43,978.

We hope next month to publish accounts of the careers of the new members of the Council.

THE HEALTH PLAN

Bolder Approach Needed

DR. CYRIL BANKS as a medical officer of health, Mr. Broomhead as a consulting surgeon with a voluntary hospital background, and Dr. MacWilliam as a medical superintendent, criticise the National Health Plan really because it fails to tackle the problems comprehensively and tries to appease everyone. There does not appear to be much room for the medical officer of health for a small authority. The solution should be a medical district scheme with doctors appointed by the county or hospital authority, the "districts" corresponding with minor local authority areas and undertaking local social investigation and the study of environmental conditions. Close collaboration between all sides of public health is essential, and we therefore need an integrated and comprehensive service, including, of course, the school medical and industrial health services. In attempting not to tread on anyone's corns, the Government has provided only half a plan.

Mr. Broomhead seems to think that people have supported charity hospitals because of some especially valuable feature. The facts are simple. In the past, the principle of Hannah More and earlier "apostles" was that "charity is good, not for the benefits it gives the recipient, but for the good it does to the giver"; we all know of gifts and donations made in the last years of life, sometimes for honours, sometimes for self satisfaction, and sometimes as a sort of "absolution." But the ordinary person has supported voluntary hospitals because no alternative was available: the subscription schemes and so on represent no more than the desire for an "insurance policy" against illness. Mr. Broomhead naturally approaches medicine from the curative angle and fails to see that most advances in health have been due to preventive medicine, in which social policy, good housing, water, parks, and so on are more valuable even than good surgery. It is for that reason that the presence of laymen on local councils is so important.

Mr. Broomhead has evidently never heard a committee disagree with its technical officer! Let us be clear that rule by experts must lead to loss of personality, and rights too. And don't experts often disagree?

Dr. MacWilliam, as a medical superintendent, also shows a desire for doctors to control themselves; yet we have just had the report of the Royal College of Physicians admitting that its standard of recruit is poor because the admission of students depends upon "a private means" test rather than on merit.

Here are my constructive proposals: the integration of all health services, school, industrial, and social, with the county health bodies; health in peace as in war to be made a national responsibility, with local control to encourage experiment; a linking of all doctors, through health centres, to the comprehensive service; and a far greater expansion of rehabilitation schemes. The present plan falls short because it tries to avoid crossing any "vested interest" (of which doctors and local authorities are two of the worst examples) instead of planning bold, complete measures. But the public want boldness.

S. H. HASSELL.
L.C.C. Branch.

16, Rodney Gardens, West Wickham.

Campaign Wanted

THE B.M.A. campaign against the realisation of a full State medical service is partly based on criticisms of the local government services, hinting at graft, bureaucracy, inefficiency, and lack of initiative.

We should answer these charges and make more public our plans for reform in local

government. The public is ill-informed on these matters, and it is public opinion which will be the deciding factor in this issue.

Plans and suggestions about the machinery for a State medical service have been put forward by various interested bodies. The N.E.C. should examine these reports, give us a clear lead, and conduct some publicity on this vital matter.

CAPTAIN, R.A.M.C.

PUBLIC UTILITY STAFFS

"Desire to Join NALGO"

IN view of the apparent desire of public utility staffs in several areas to join NALGO, would it not be worth while for district organisers to get in touch with them and prepare a report on a national basis?

Many local authorities are members of the district joint industrial councils for the

READERS' FORUM

Letters for the July journal must reach the editor at 24, Abingdon Street, London, S.W.1, by Monday, June 19.

electricity industry. Why should not the electricity companies be represented on the local authorities provincial councils? The companies have often invoked the Conditions of Employment and National Arbitration Order to compel local authorities to pay J.I.C. rates. The Order should similarly be invoked to require electricity undertakings to pay provincial council scales to their clerical staffs. Most members of these staffs are subject to the Essential Work Orders, but what advantage is this to them when their employers refuse to pay them recognised salaries?

The E.P.E.A. and E.T.U. do not cater for clerical staffs, so there would be no "clash" were NALGO to admit them to membership.

There is already close co-operation between local authorities and public utility companies (gas, water, and electricity) in respect of manual workers concerned. Why do they limit discussion and agreement to this section only?

I do not believe that the public utilities can long evade the issue. Legally, I believe their staffs could claim the provincial council rates—they are "agreed rates," "district rates," and are for comparable work. Does not the Arbitration Order plainly apply?

May we hope that NALGO will take up this question, if necessary with the assistance of the E.P.E.A., E.T.U. and other interested organisations? "CURRENT."

"HOSPITAL HORRORS"

Are We Supporting Them?

ALAS and alack! For three long, long years I lived the life of a pauper and emerged, almost completely ignorant, a general trained state registered nurse. I immediately chucked up nursing because I'd had enough, but I've retained an interest in nursing conditions. So I read the Rushcliffe Report and found it did nothing save regularise wages and give high salaries to those at the top—the latter being the cheapest way of inveigling the unwary into the service. The Nurses' Act, 1943, is worse, and is worthy of an employer of forced labour.

The Horder Report appeared to be more hopeful, since it tackled things of real importance, and promised a breakaway from the horrors of traditional hospital life. But NALGO resigned from the committee fostering the report. Hence my "alas and alack!"

Sometimes I wonder if NALGO exists mainly to support local government failings and to preserve the status quo for ever and ever and

ever. The status quo in the nursing world is more than deplorable—it is definitely wicked.

Your remarks that the Horder Report would tend to create two classes of student nurses—an "aristocracy" who had paid for their training and a "commonalty" who had been assisted by scholarships and grants—is pure tripe. What NALGO was afraid of was that local government might no longer be able to attract even the very few decent women it does attract into its nursing services or, on the other hand, that it might be compelled to use properly trained and capable women and be forced to bring its hospital conditions to a modern and decent standard to suit their needs.

COMMITTEE CLERK.

WHEN THE BOYS COME HOME

Give Them Fair Pay, Not Praise

THE letter from Mrs. Florence Davies in the January journal has few equals for common sense and realistic thinking, and I wholeheartedly support all she says, being in a similar position myself. The salary of Mrs. Davies' husband—£3 7s. 4d. a week after 15 years' service—is disgraceful. Truly, "better world," etc., etc., has little significance to his employing authority.

Fortunately, however, some local authorities, notably Devon C.C., have realised that the men in the Forces need, not praise, but practical measures. The Devon scales are, in my opinion, reasonably good, but there are still far too many black spots.

In his message in the same issue, the President says: "We have a long way to go before we attain those national minimum standards of salary and working conditions." This is poor comfort to the NALGO member serving overseas or, for that matter, at home. We want those authorities which have failed to provide a better salary scale brought into line with those which have done so, not in 1980 or 2000 when most of us will be forgotten, but as soon after the end of hostilities as possible. To justify such reward, it must be realized that *without the armed forces* there would be no local authorities as we know them, but only the mockeries set up under the Nazi tyranny.

NALGO has done good work in the past, and I am not ungrateful, but let its future efforts take, in army terms, the offensive.

MAXWELL S. BARR.

West African Force.

Why Special Privileges?

"STUDENT," writing in the March journal, claims special facilities to enable him to complete his interrupted studies. Does he not realise that there are many men in the Forces to-day who voluntarily gave up good posts and businesses in order to play their parts? Many cannot hope to find themselves in the same position as before the war; most will probably be much worse off.

"Student," no doubt, is still quite young and able to start again, and I don't think there is any reason why he should expect preferential treatment over his fellow servicemen. I would suggest that he thinks more about his service duties and less about himself for the time being.

J. M. GILCHRIST (Fig.-Offr.).

Fair Play for Temporaries

I APPRECIATE T. W. Musket's appeal in the May journal for fair play for those in the Forces in obtaining appointments; but has he considered the other side of the question, namely, what is to be the fate of the thousands of "temporaries" when "the boys" come home? Although their problem will not become serious until some months after the fighting has ceased, now is the time to plan for the elimination of redundancy among local government officers.

I have had a temporary post for two years

a motor taxation counter clerk, doing, in addition, finance work. This occupied the rest of two men before the war. Should these men return, as it is my sincere wish that they should, I shall obviously be job-hunting with valuations duplicated by many clerks all over the country.

We "temporaries" are holding down the "poys'" jobs whole-heartedly and with a good spirit, but what has local government to offer us après la guerre?

(Miss) JOAN HUDDART.

Evedon, Sleaford, Lincs.

NALGO Employment Bureau?

MUCH is said about protecting the rights of the "permanent" officer, but will anything be done to protect those of the "temporary" at the end of the War?

We are inclined to think of the "temporary" as a person outside the service, even in for lack of better material. Often, however, he is a "permanent" who, rather than become static, has taken another step without the security of permanency.

Are not these people sufficiently progressive to be given a promise of permanent employment within the service through an agency run by NALGO in co-operation with the local authorities?

If "temporaries" were to be "pooled" in this way, much valuable assistance would be gained for building up a "better world," and if they are "demobilised" without any attempt at reorganisation it will be to the detriment of local government.

"FORWARD."

EARLIER RETIREMENT

Age of Leisure Coming?

AGREE with Mr. Stockley's arguments in the May journal in favour of earlier retirement, but would go further and suggest that after the war mass production and the greater use of machinery, coupled with the return of thousands of women as well as men to the labour market, will give the individual more time to pursue the arts and crafts; it will no longer be necessary for the local government officer to spend practically the whole of his later years in the service.

The whole trend of public service has been to stay for more than a decade. We should, therefore, all prepare for the coming "leisure" by adopting a useful art, craft, or hobby. This would give a feeling of satisfaction and completeness, and an interest in life unattainable by ruminating in a bath-chair on a seatant at 75! So let us have compulsory retirement at 60 for men and at 55 for women.

Middlesex C.C. "MIDDLE-AGED."

CHIEF OFFICER MEMBERS

Light Type an Asset

ONE of the best answers to those who would bar chief officers from membership of an Association is given in the February journal, where you quote Councillor Angus-Jewett, of Bingley, as saying: "What would be an industrial organisation be like if every member of the staff from the head manager to the office boy was in one union? No organisation could carry on like that for a minute."

Yet NALGO does carry on like that, and with conspicuous success too.

The better way is not to bar chief officers, but to endeavour to raise up chief officers imbued with the true NALGO spirit—a difficult task indeed, but "The attempt, being worthy, must be made."

The right type of man in close relationship with council and staff is an asset of inestimable value to both.

27, Glyn Road, WALTER BROWN.
Birmingham 32.

RATING OFFICERS' GRIEVANCE

Separate Department Needed

AT long last it seems that rating valuers have awakened and are making a stir to bring their grievances to light.

The correct and uniform assessment of property for rating is one of the most important duties of a local authority, yet valuations for assessment purposes are often made as a "sideline" of the treasurer's department by unqualified men, with the result that, generally speaking, throughout the country there is no such thing as uniformity, and consequently much dissatisfaction amongst ratepayers.

The time has arrived when all rating assessments should be made by a valuation office divorced from any other department and staffed by qualified rating valuers. Further, if the best men are to be attracted to these highly technical posts, they must be paid a salary commensurate with their duties.

At present, in many local authorities, there is very little difference between the salaries of the professional and clerical staff. In the past, NALGO has championed those in clerical positions; the Association should now put forward the case of the qualified assistant so that he may get a square deal.

CHARTERED SURVEYOR.

NO RENT ARREARS

A Council's Achievement

WE often see records quoted in the journal, but I cannot remember having seen one where a council claims to have no arrears of rent from its housing estates. We at Cheshunt have 477 houses, and every tenant can show a clean sheet. In a district which is mainly horticultural and, therefore, not so greatly affected by high wages, we think this a very fine result.

Cheshunt, Herts.

J. T. RIDGWELL,
Hon. Secretary.

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114 Pompeii Had a Word for Planning—and Civic Interest, too

By Lt. R. S. B. KNOWLES, R. A. C., C.M.F. (Hornsey Branch)

EXCEPT that I'd recently re-read Lord Lytton's classic, all that I once knew about ancient Pompeii I'd forgotten long ago. But anyone who spends any time at all in the Naples area these days, inevitably journeys out along the autostrada to the foot of Vesuvius to visit the ruins. Fortune landed me in the neighbourhood, so I, too, did the inevitable and visited Pompeii along with two colleagues.

I brushed up some historical data from a guide book. Pompeii was founded in the eighth century B.C. by Oscan peoples of Campania. Its history was not conspicuously different from many other Campanian towns: like its near-by contemporaries, it was badly damaged by an earthquake in A.D. 63. But you and I, of course, remember Pompeii because of the catastrophic eruption of Vesuvius (or rather of the volcano alongside the one now known as Vesuvius) which, in A.D. 79, demolished and buried the city in the heyday of its prosperity.

I do not know the name of our guide; but, since he looked remarkably like Benedetto Croce, we dubbed him Signor Benedetto. He came up to us as we threaded our way through the confusion of small stalls that untidy the piazza at the entrance; a veritable market place of souvenir vendors selling post-cards, guide books, artificial silk handkerchiefs, scarves, shawls, table runners, and ash-trays crudely fashioned out of volcanic lava. Benedetto was a stocky, hatless, white-haired old man with a face now wrinkled and shrunk where it had once been full and chubby. He wore a stained, shiny blue suit that just didn't fit him anywhere at all, revealed by his unbuttoned, loose-fitting fawn tweed coat. And he carried an umbrella that was to figure prominently in every gesture. He was modest about his English though he need not have been: "I speak it enough to tell you about everything," he said.

Old Pompeii (there is a new Pompeii, with a magnificent cathedral) now bears the scars of the war that only recently was waged over southern Italy. And it possesses signs of the times, too, in that the ruins are generously sign-posted with directions to the nearest air-raided shelter, often in subterranean passages that 2,000 years ago appealed to Pompeians as safe refuge from the lava of Vesuvius. . . . In a few places bombs have added to the devastation of A.D. 79. I thought the new damage inconsiderable, but Benedetto thought otherwise, and, indeed, his sorrowful depreciation was touching. He shrugged his shoulders and muttered "Americano"

But almost immediately we passed a cluster of Yankee sightseers whose guide was blaming the R.A.F. Benedetto plodded along and we followed, pausing now and then to listen attentively while he discoursed and waved his stubby umbrella. What struck me most was the incredible orderliness of this age-old city. They knew something about town planning in the first century A.D., even if, by present-day ideas, their planning appears monotonous and unimaginative, and a little too disinclined to spread itself spatially. Almost without exception, each street runs dead straight, more or less in a line north and south, and east and west, crossing at right angles. The three main thoroughfares form natural boundaries to various quarters of the city that were conceivably so divided for administrative purposes. Each house is fundamentally the same in design, simple and austere. Each opens upon the street and narrow entrance corridor. There is a central court covered by a roof with an inward tilt on all four sides, with an opening in the centre through which rainwater runs down into a tank below.

Around the central court are grouped the bedrooms, and, on either side towards the back, two other rooms open along the side facing the court. Closed all around within high walls without any windows or openings

NALGO WARRIORS LOOK OUT FOR "L.G.S."

"I received today a copy of the NALGO magazine, sent, I assume, on your instructions. For this I am most grateful, interested as I am, as indeed we all are, in post-war conditions. It provides a valuable source of specialised news which otherwise rarely appears. . . . In view of the frequent debates on the merits and demerits of local government, it is of special interest to read articles on 'our side of the fence.'"

The above extract from an airgraph from Lt. G. W. Cowley, Chingford branch, now with the Royal Engineers in Ceylon, speaks for itself. Is your branch sending Lt. G. S. regularly to its members in the Forces? It is not always easy, but it can be done—and they do appreciate it.

towards the outer world, the house bears some resemblance to a small fortress.

"If you will be pleased to look, Signori", Benedetto introduced us to the open area of the Forum, the religious, political, civic, and economic centre of the city. By this time a little over-satiated with crumpled, almost identical buildings, I brightened—perhaps a little too obviously. To Benedetto

NALGO ROLL OF HONOUR

KILLED OR DIED ON SERVICE

*Barker, Sgt. D., R.A.F.V.R., clerk's dept., Staveley.
Buckley, P./O. J., libraries dept., Oldham.
Debenham, Gnr. F. H., R.A., treasurer's dept., Hastings.
Dodd, Bdr. S. J., R.A., health dept., Northampton.
*Durne, P./O. R. F., R.A.F., electricity dept., Hammersmith.
Fawcett, Sgt. K., R.A.F., public assistance dept., Northallerton.
Hall, F./Lt. F., R.A.F., Tyldesley.
Hinchcliffe, Gnr. A. H., R.A., libraries dept., Leigh.
Holmes, Ldg./Smn. A. J., treasurer's dept., Mitcham.
Horrocks, Lt. H., R.N.V.R., surveyor's dept., Blackpool.
Keogh, Lt. J. W., 22, R.E., engineer's dept., Enfield.
Lawrence, Lt. G., R.A., Halifax.
Lee, Capt. C. E., R.A., libraries dept., Colchester.
*Pearson, S./Nvgr. P. O., R.A.F., surveyor's dept., East Sussex C.C.
Scott, F./O. J. R., treasurer's dept., Bradford.
Selkirk, Maj. N., agricultural dept., East Sussex C.C.
Probyn-Skinner, Q.M.S. K. D., 2nd Royal Gloucestershire Hussars, treasurer's dept., Gloucester C.C.
Wilkins, S./Obs. P. E., R.A.F., treasurer's dept., Northampton.
Wilson, Capt. B. J., 27, R.E., engineer, Severn Catchment Board.
*Wootton, F./O. J. E., R.A.F., A.R.P. dept., Paddington.

MISSING

Ackland, F./Lt. R., R.A.F., engineer's dept., Plymouth (presumed killed).
Dixon, P./O. H., R.A.F., mains dept., Fylde Water Board, Blackpool.
Goodman, Sqn./Ldr. P., R.A.F., treasurer's dept., Plymouth.
Greenacre, P./O. G., R.A.F., accountant's dept., Norfolk C.C.
Hartley, Sgt. M., R.A.F., finance dept., Sutton-in-Ashfield.
Kent, F./Lt. F. A., 23, R.A.F.V.R., treasurer's dept., Sunderland.
Norman, P./O./Obs. G., 21, R.A.F., public assistance dept., Worcester's C.C.
Yates, Act./Lt. K. R., 20, R.A.F., treasurer's dept., Northampton (presumed killed).

PRISONERS OF WAR

Jarman, Sgt./Nvgr. A., R.A.F., clerk's dept., Plymouth (in Germany).

I was just another officer; he couldn't know that my reawakened interest denoted the latent local government officer! The Forum, with all the principal governmental buildings disposed around it, was proof again how custom survives through the ages: Here, complete, was the prototype of the modern civic centre. Prominent among the buildings was the Comitium, where municipal elections took place; then regarded (which is regrettably not the case to-day!) as one of the most important public acts. And, indeed, election notices figure most frequently in Pompeian epigraphy; the outer walls of the houses of the most influential citizens are covered with them.

Not only election notices appear on the walls. The inveterate wall-scribbler who just can't resist pencilling "George Smith, Wigan, 1944," had his forerunner in ancient Pompeii. Benedetto pointed out the crude literary exercises that had been roughly scratched on many a marble facing. Shrewd comment on these doodlers of a bygone age is repeated on at least three prominent buildings: ADMIROR PARIET, TE NON CECIDISSE RUINIS, QUI TOT SCRIPTUM TARDIA SUSTINEUS—"It is a wonder, O wall, that thou hast not crumbled under the weight of so much written nonsense."

Benedetto had a sense of humour. When we were visiting the baths—and the bath-houses of ancient Pompeii were many and magnificent—he remarked casually that there must have been more baths in Pompeii for the city's twenty-five thousand than there are in Naples to-day for all its odd millions.

*Partington, Sgt. C., D.L.I., treasurer's dept., Blackpool (in Germany).

* Previously reported missing.

AWARDS TO MEMBERS

D.F.C.

Finney, P./O. H. E., R.A.F., rating and valuation dept., Tamworth R.D.C.—for bravery and devotion to duty while returning from a raid on Berlin.

Paul, F./O. D., R.A.F.V.R., libraries dept., Rhondda U.D.C.—"was the pilot of an aircraft detailed to attack Nuremberg one night in March, 1944. During the sortie, the aircraft was attacked by a fighter and sustained damage to one of the engines before the enemy aircraft was driven off. Almost immediately another fighter attacked. This also was driven off and was seen to fall towards the ground with one engine on fire. The bomber was then attacked by a third fighter, but F./O. Paul manoeuvred with great skill and his gunners, by their accurate bursts of fire, caused the enemy aircraft to break away. Owing to loss of power from two of its engines, the bomber gradually lost height. All moveable equipment was jettisoned, and when the enemy coast was crossed the aircraft was down to 2,000 ft. Eventually this country was reached, and F./O. Paul landed the damaged aircraft safely. He displayed great skill, courage, and resolution throughout."

D.F.M.

Perry, F./Sgt. R. A., R.A.F., treasurer's dept., Hammersmith—for gallantry in flying operations against the enemy.

M.M.

Jenkins, Gdsmn. L., Coldstream Guards, libraries dept., Smethwick—for gallantry in the C.M.F.

M.B.E.

Palmer, Lt./Cmdr. (A) J., R.N.V.R., finance dept., Surrey C.C.

B.E.M.

Parkinson, Staff Q.M.S. A. H., 23, R.A.S.C., clerk's dept., Bolton—for distinguished services and gallant conduct in Sicily.

MENTIONED IN DESPATCHES

Crawley, P./O. J. F., R.N., clerk's dept., Dagenham.

Rowland, E., R.A.F., weights and measure dept., South Shields—for services in Malta during air raids.



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What does K.B stand for?

"Good clothes always look well," my fastidious cousin Malcolm said, among other things, when I asked how he managed to look so smart on his coupons.

"And what does 'K.B.' stand for?" I asked, when he'd finished his lecture.

"The most convenient way of keeping well-dressed—officially, Keith Bradbury, and their Cash-Credit Plan for clothes."

"What on earth's that?"

"You'd better read this paragraph—this is their Sketch Book."

I read: "The K.B Cash-Credit Plan for clothes enables you to get West End clothes at cash prices as you want them, yet pay no more than an agreed regular sum. Your first payment immediately establishes a continuous credit of twelve times its value, and you can order to the full value of this credit at once if you like. And you can go on ordering up to your credit limit, so that if your payment is, say, £1 a month, you can obtain £24 worth of clothes during the next twelve months."

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"Certainly! My wife's bought most of her clothes there for years."

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in H.M. Forces are finding the K.B Cash-Credit Plan very convenient for ordering and replacing Uniforms, etc.

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LOCAL joint committees seem unlikely, for the time being, to form an instrument of NALGO policy in Scotland. The employers have indicated their general view that these committees would trespass on the functions of the joint industrial council. Some of the trade union representatives on the employees' panel of the J.I.C. have also expressed a feeling against joint committees. For the present, therefore, we must put aside our plans on this point.

What is the alternative? The joint industrial council in Scotland so far has limited its activities to the prescription of basic minimum salary scales, awards on holidays, sick pay, war service pay, and salaries for certain professional grades. Only once has it dealt with a dispute between NALGO and a local authority.

In England, the Whitley councils have a wider scope. They have, also, established appeals committees, which may be used by both local authorities and the staff organisations. Almost every Whitley council can demonstrate the need for and the success of this appeals machinery. Appeals are made on grading schemes which are not in accordance with the recognised scheme of the Whitley council concerned, conditions of employment, the re-grading of appointments, and other matters of equal importance. Invariably, the appeals committee interviews a local authority. Almost always, the negotiations are successful.

Similar machinery is needed in Scotland, and the refusal of the employers to agree to the establishment of local committees makes it imperative that we secure it. The National Arbitration Tribunal is not always suitable for the settlement of disputes on local issues—indeed, the Tribunal should be used only as a final resort on major issues.

The appointment by the joint industrial council of its own appeals committee would ensure its complete control over all matters affecting both staffs and employers. It would ensure, too, an impartial consideration of all questions at issue. It would take us a stage nearer obtaining improved conditions of service.

A Report for Branches

Branch secretaries will soon receive a copy of a comprehensive report on conditions of service in Scotland. They will then see how far awards of the joint industrial council have been applied. They will be able to compare conditions in their own authorities with those in other parts of Scotland. It is hoped that the report will encourage branches to develop initiative and efforts to secure improvement in their own conditions. On membership, it will show that recruitment must not be allowed to slacken.

Service Conditions

Banff C.C. has agreed to adopt the J.I.C. award on war service pay as from the date of enlistment in the Forces.

Kircudbright C.C. has conceded an increase in salary for a district engineer in its electricity department.

Glasgow has granted the same holidays as other officers to timekeepers in the housing department.

Nurses' 100-Guinea Tribute to President

OF the many contributions to the Benevolent and Orphan Fund last month, the happiest came from Liverpool. There, the staff of Walton Hospital, of which Mr. C. A. W. ROBERTS is manager, collected 100 guineas as a mark of their appreciation of his great work for nurses as chairman of the nurses' panel of the Ruschcliffe committee, and in recognition of his attaining the presidency of NALGO, and sent it to the fund.

Another fine gesture was that of a group of members in the engineer's department at Worthing. They have been doing munitions work in their spare time and have sent £10 from their earnings to the fund.

Hendon branch, realising that a Conference in London would save it a good deal in delegates' expenses, has sent the money so saved, £15, to the fund. Many other metropolitan branches will similarly avoid expense when Conference is held; could not they follow Hendon's example? And, of course, if Conference cannot be held at all—

Despite invasion preoccupations, many branches continue to engage in social activities for the fund. Outstanding among recent achievements was that of South Shields, which raised £110 at a concert, and gave half to the fund and half to

Edinburgh has agreed to salary increases for draughtsmen in the electricity department.
Nurses, Coupons.—The Board of Trade has announced that nurses are to be allowed

LONDON GARDEN FETE FOR B. & O. FUND

London members spending their holidays at home next month and others not on holiday will find seaside joys in abundance at the Garden Fete which is being organised by the Hammer-smith, Acton, Barnes, Ealing, and Fulham branches. It is being held at the Schools Playing Fields, Bromyard Avenue, Acton, W.3, on Saturday, July 1, and the programme will include:

- Fun fair of nearly 30 side-shows.
- Sports.
- Concert.
- Dancing on the grass.
- Buffet refreshments.

The Fete begins at 2.30 p.m. and will be officially opened at 3.30 by the new president of NALGO, Mr. A. A. Garrard.

All the profits will go to the Benevolent and Orphan Fund.

Admission by programme (adults 1s., children 6d.), obtainable from branch secretaries or from S. V. Woodman, Town Hall, Acton, W.3.

certificates equivalent in value to 9 coupons for the purchase of stockings.

Tell the Warrior About Local Government!

By "IDRIS", Aberdeen

In addition to the 200 or so NALGO members who have been giving talks and lectures on Local Government to men and women in the Forces, several are working in the Army Educational Corps. Here one of them describes the work, and suggests how branches could help to improve it.

EDUCATION in the Army is conducted by a special branch called the Army Educational Corps. The instructors are mainly certificated school teachers, drawn from all units and Corps in the Army. The curriculum is divided into two categories:

1. A.B.C.A. (Army Bureau of Current Affairs) lectures, which deal with the lessons learnt and experiences gained on the various fighting fronts, the character and customs of our Allies, the Beveridge plan, and certain matters of security.
2. B.W.P. (British Way and Purpose) talks, which cover a wide range, including economics, reconstruction, education, housing and health, women in industry, decline in population, etc.

The object of the B.W.P. talks is to create interest and encourage discussion among the men and women in the Forces, and to equip them with the knowledge and enthusiasm necessary for good citizenship on their return to civilian life.

In some units, where there is no full time instructor, these talks are given by section officers who because of pressure of work must often confine themselves solely to reading passages

NALGO SCHOLARSHIPS FOR NURSES

£700 Now Granted

SIX nurses are to receive a total of £700 under the recently-instituted NALGO scheme of nurses' scholarships. They are:

Miss F. V. BILLS, ward sister, Newstead sanatorium, Nottingham—£150 for sister-tutor's certificate;

Miss E. S. CAREGAN, sister-tutor, Fulwood and Preston—£150 for sister-tutor's certificate;

Miss C. HOPWOOD, tuberculosis visitor, Derby—£75 for health visitor's certificate;

Miss I. G. JAMES, isolation, hospital matron, Great Yarmouth—£75 for university diploma in nursing;

Miss M. W. McCAFFERY, health visitor, Woolwich—up to £150, subject to appropriate training.

Miss E. N. MACDONALD, sister-tutor and home sister, Birmingham—£100 for sister-tutor's certificate;

The nurses' scholarship's scheme is part of the Association's educational policy and is designed to encourage nurses to qualify for higher or specialised posts. Details of the scheme for 1944-5 will be available towards the end of this month, and may be obtained from the General Secretary, NALGO, 24, Abingdon Street, London, S.W.1.

from the instruction book and are thus unable to provide a good basis for a good discussion. Sometimes, also, the presence of a commissioned officer deters members of the audience from expressing their candid opinions. I have, however, met officers who, realising these difficulties, have put the audience at its ease and encouraged good discussion.

The Beveridge plan, housing, education, and women in industry all aroused widespread interest. From the discussions on them there developed a widespread desire to learn something of local government. It is at this point that those with experience of local government can be helpful, since opportunities are given for volunteers to give talks. (I have found a keen desire for more knowledge among both men and women, combined with a demand for books. I always refer them to the excellent book list compiled and sponsored by NALGO, and distributed by the National Book Council.)

NALGO branches could assist in this work by getting into touch with the education officers of units in their areas and offering to provide a series of lectures in any convenient lecture hall or schoolroom.

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Applicants must have practical experience in the surveying, scheduling and valuation of all classes of property for rating purposes in Urban and Rural Districts. Membership of a recognised Institution or Association will be deemed an additional qualification.

Applications, stating name, age, qualifications, previous experience, and whether the applicant owns and/or drives a car, together with copies of three recent testimonials, must reach the undersigned not later than Saturday, the 22nd April, 1944.

The italics are our own.

the Missions for Seamen. Other donations include:

Berks C.C., £15 5s. (whist drive and dance); Blackpool—£5 14s. 8d. (dance); Edmonton—£17 10s. 2d. (amateur play, dance, and a member's gift of 15s.); Fife—£14 ("special effort"); St. Marylebone—£20 ("social effort"); contribution from social and sports fund); Todmorden—£26 10s. (dance); and Wycombe Borough—£25 1s. 7d. (dance).

Gifts from branch funds include: London and Home Counties Joint Electricity Authority—£25; Holborn—£3 3s.; Norfolk—£26 5s.; Paignton—£5 19s. 6d. (making £25 for the year).

Obituary

Mr. F. E. Toon and Mr. J. Dunn

We regret to record the deaths of: JOHN DUNN, chief clerk, electricity department, Warrington, until 1940, when he retired after 40 years' service.

FREDERICK EDWARD TOON, cleansing superintendent at Coseley from 1901 to 1943, and secretary of the Coseley branch from 1921 to 1943, aged 73. An enthusiastic supporter of the Benevolent and Orphan Fund, it was largely as a result of his work that the branch twice won the West Midland district B. & O. Shield.

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NORTH WESTERN AND NORTH WALES

A joint committee has been formed at Bootle, a constitution has been drawn up, and meetings have been held. The provincial council's appeals committee has heard appeals in respect of officers in a number of areas. The largest number from any one authority were from Ellesmere Port, and they met with considerable success. After much discussion, Skelmersdale U.D. has decided to give effect to the awards of the appeals committee in respect of its officers.

After protests by the branch against press publicity for debates on the promotion and salaries of officers, Southport B. has agreed to delegate these questions to the general purposes committee.

NORTH EASTERN

Blyth B. has adopted the "Bolton" terms of war service pay, without prejudice to officers on the previous scale.

Durham County Water Board, on an appeal from the Association, has adopted an improved salary scale—£165—£270—for water rate collectors.

Northumberland C.C. has granted an application for payment to all officers for authorised overtime on the basis of the provincial council recommendations.

South Shields, C.B. has adopted the provincial council scales of salaries.

Sunderland C.B. has agreed to regrade five officers in addition to the 24 previously regraded. The council has also adopted a gratuity scheme for the payment to the widow or dependants of an employee dying whilst in its service of such a sum as, together with superannuation contributions and interest, will provide a total payment equal to (a) three weeks' pay for each year of service not exceeding 40 or (b) two years' pay, whichever be the lesser, subject to certain provisos.

West Hartlepool C.B. has placed its school inquiry officer in grade C (1)—£240—£270.

Whickham U.D. has granted an application for an increase in the salary of the clerk from £550 to £750 p.a.

YORKSHIRE

Barnsley C.B. has adopted improved scales for women.

Batley B. has adopted the provincial council scales from April 1, 1944, and has appointed an establishment committee to grade the staff.

Harrogate B. has decided to apply Grade A (junior males) of the provincial council's scales to both boys and girls.

Hull C.B. has approved the following improved scales for sanitary inspectors:

Senior meat and food inspectors, £400—£440; district sanitary inspectors, £365—£400; assistant sanitary inspectors, £255—£300; specialist inspectors (4), £385—£420; specialist inspectors (5), £475—£410.

Wetherby R.D. has adopted the provincial council scales.

The provincial council has adopted the following improved salaries scales for women:

Grade A: £45 (at 16) + 15—£110 (at 20); old scale: £40 + 10 (3) + 15 (2)—£100 (at 21).

Grade B: £120 + 10—£150 (old scale: £110 + 10—£130).

Grade C: £160 + 10—£180 (old scale: £110 + 10—£150).

Grade D: £195 + 15—£225 (old scale: £165 + 15—£210).

As before, the scales afford automatic progression, subject to satisfactory service, from Grade A to Grade B. The national Whitley council has been asked to approve them.

The provincial council has adopted the following scheme for payment of salary during sickness or other disability: First year of service—one month's full and (after four months' service) two months' half pay; second year—two months' full and two months' half pay; third year—three months' full and three months' half pay; fourth to sixth years—four months' full and four months' half pay; seventh to tenth years—five months' full and five months' half pay; after ten years—six months' full and six months' half pay.

The scheme, which has been submitted to the national council for approval, includes regulations governing calculation of allowances, submission of medical certificates, serious illnesses, injuries, workmen's compensation, etc. New branches have been formed at Driffield for the staffs of Driffield urban and rural councils and at Malton for the staffs of Malton urban and rural and Norton urban and rural councils.

EAST MIDLANDS

Derby C.B. has revised grades I, II, and III of its salary scales.

WEST MIDLANDS

Cannock U.D., after long joint negotiations between the N.U.T., the N.U.G. & M.W., and N.A.L.G.O., has adopted an amended war service pay scheme, to operate from October 1, 1943. The new scheme is estimated to cost nearly £2,000 a year more than the old one.

Coseley U.D. has adopted provincial council scale 1. Dudley C.B. agreed to establish a joint committee of six members of the council and six of the branch.

Malvern U.D. has adopted provincial council scale 1. Smethwick C.B. has approved amended salary scales.

Stone U.D. has adopted provincial council scale 3. Sutton Coldfield B. has adopted provincial council scale 2 from April 1.

Wolverhampton C.B. has delegated to the general purposes committee the power to determine the amounts of salaries and conditions of service of officers, thus avoiding public debate.

SOUTH EASTERN

Lewes B., after further representations by the district officer, has adopted the Bolton scale of war service allowances.

Folkertone B. has adopted the provincial council's salary scales with slight favourable modifications; Junior and general division scales merged with automatic progression from £55 (at 16) to £225 (at 27).

Grade C—£370 + 20—£410.

Grade D—(i) £420 + 20—£450; (ii) £450 + 25—£550; (iii) £500 + 25—£600.

Godstone R.D. has agreed to form a local joint staff committee.

The first meeting of the Gravesend B. joint committee unanimously recommended the adoption of the provincial council's salary scales and an improvement in the local holidays scheme.

Many branches have sent out a letter of invitation to potential members (a draft may be obtained from the district officer) with excellent results. Swanscombe almost doubled its membership last month. Northfleet has achieved 100 per cent membership for the first time since it was formed 16 years ago!

SOUTHERN

The name of the South Midlands provincial council has been changed to Southern provincial council.

Chepping Wycombe B. has increased the fraction for non-contributory service when calculating superannuation allowances on a graduated scale, rising to 60ths for 40 years' service.

SOUTH WESTERN

Cricklade and Wootton Bassett R.D.C. has adopted the grading scheme prepared by the secretaries of the provincial council.

Teignmouth U.D. has adopted the junior, general division, section A and Grade A of the provincial council scales and has graded the staff.

SOUTH WALES AND MONMOUTHSHIRE

The South Wales provincial council has approved the Fifth Bonus Award and the restoration of normal holidays to a maximum of three weeks.

Llantrissant R.D. has received an independent grading report from the provincial council; similar reports are awaited by Cardigan C.C., Llanelly B., and Milford Haven U.D.

Carmarthen U.D. has adopted the provincial council's independent grading scheme, Rhondda U.D. has completed grading based on the provincial council's scale 2, and Abercarn U.D. and Haverfordwest R.D. have adopted grading schemes based on scale 1.

Glyncorrwg U.D. has adopted 60ths for non-contributory service.

Cost of Living Unchanged

The Ministry of Labour cost of living index stood unchanged last month at 200, representing an increase of 29 per cent since the outbreak of war.

N.A.L.G.O. HEADQUARTERS—All correspondence to the General Secretary, N.A.L.G.O., 24, Abingdon Street, Westminster, London, S.W.1 (WHITHEALL 9351).

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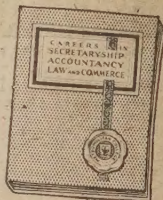
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